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**DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL
IN THE U.S. ARMED FORCES: 1985**

**A REPORT BASED ON THE 1985 DOD SURVEY OF
OFFICER AND ENLISTED PERSONNEL**

1600 WILSON BOULEVARD ARLINGTON, VIRGINIA 22209

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Guaranteeing location assignment and promotion would improve the projected probability of reenlisting for enlisted personnel but guaranteed retraining would have minimal impact. Proportions of officers expecting to serve at least 20 years have increased in all the Service. Overall changes in the average estimates of morale between 1978/9 and the 1985 Member Survey were small.

Fifteen percent of the enlisted personnel reported they had no workable long-term dependent care arrangements, compared to only 6 percent of officers.

Spouse's job was a substantial source of income.

Officers made substantially more permanent change of station moves than enlisted personnel.

Officers and enlisted personnel currently stationed in CONUS (Continental U.S.) were more willing to extend their current tour of duty than those afloat or overseas.

When compared to 1979, officers and enlisted personnel in 1985 reported fewer PCS moves but more and longer separations from family members.

Officers were more satisfied with the military as a way of life than enlisted personnel.

The large majority of both officer and enlisted personnel agreed that military pay will not keep up with inflation.

Enlisted personnel were less satisfied than officers with selected aspects of military personnel policy. They expressed the most satisfaction with environment for families and promotion opportunities and the least with current retirement benefits and frequency of moves.

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL
IN THE U.S. ARMED FORCES: 1985

A Report Based on the 1985 DoD Survey of
Officer and Enlisted Personnel

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October 1986

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The views, opinions, and findings contained in this report are those of the authors and should not be construed as an official Department of Defense position, policy, or decision, unless so designated by other official documentation.

Additional copies of this report may be obtained from

Defense Manpower Data Center
Survey and Market Analysis Division
1600 Wilson Boulevard, Suite 400
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Reports produced as part of this project include:

A DISCUSSION OF MILITARY DEPENDENTS ISSUES BASED ON THE 1985 DOD SURVEY OF OFFICER AND ENLISTED PERSONNEL, by A.J. Bonito, Research Triangle Institute, 1986.

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMED FORCES: 1985. SUPPLEMENTARY TABULATIONS FROM THE 1985 DOD SURVEY OF OFFICER AND ENLISTED PERSONNEL, by L.M. LaVange, M.E. McCalla, T.J. Gabel, S.H. Rakoff, Z.D. Doering and B.S. Mahoney. Research Triangle Institute, 1986. (3 volumes)

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMED FORCES: 1985. A REPORT BASED ON THE 1985 DOD SURVEY OF OFFICER AND ENLISTED PERSONNEL, by M.E. McCalla S.H. Rakoff, Z. D. Doering, and B.S. Mahoney, Research Triangle Institute, 1986.

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DESCRIPTION OF SPOUSES OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMED FORCES: 1985. SUPPLEMENTARY TABULATIONS FROM THE 1985 DOD SURVEYS OF OFFICER AND ENLISTED PERSONNEL AND MILITARY SPOUSES, by L.M. LaVange, J.D. Griffith, T.J. Gabel, Z.D. Doering, and B.S. Mahoney. Research Triangle Institute, 1986.

PREFACE

This report presents an overview of data from the 1985 DoD Survey of Officer and Enlisted Personnel (1985 Member Survey) prepared by Research Triangle Institute (RTI) under Contract MDA-903-85-0228 sponsored by the Office of the Assistant Secretary of Defense (Force Management and Personnel) [OASD(FM&P)].

The 1985 Member Survey and its companion survey, the 1985 DoD Survey of Military Spouses, build directly on OSD-sponsored survey research conducted in recent years. In particular, these two surveys, collectively called the 1985 DoD Surveys, are most closely related to the 1978/79 Survey of Officers and Enlisted Personnel (1978/79 DoD Survey) both in subject matter and survey design.

The preparation of this report and the associated volumes of Supplementary Tabulations, which present more detailed data from the 1985 Member Survey, required the effort of a number of people whose contributions deserve recognition. At the Department of Defense, COL R. W. Lind, Principal Director, Office of the Deputy Assistant Secretary of Defense (Military Manpower and Personnel Policy) [OASD(MM&PP)] and Dr. Deborah Clay-Mendez, OASD(MM&PP) provided substantive guidance and assistance in producing these volumes. Robert Brandewie, Deputy Director, Defense Manpower Data Center (DMDC), and Elaine Sellman, Survey and Market Analysis Division (SMAD), aided in providing data from DMDC administrative and compensation files and the 1978/79 DoD Survey. Dr. David P. Boesel and David W. Cathcart, SMAD, assisted in reviewing text.

At RTI, Barbara Moser served as Project Director and provided overall direction for this large, complex project. Dr. Arthur J. Bonito prepared the first draft of Chapter 9 in this volume and commented helpfully on early drafts of other chapters. Nancy M. Ostrove prepared the first draft of Chapter 10. Dr. Robert M. Bray contributed useful comments on early drafts. Mildred Sparks created the analysis files, including new variables necessary to the study. Terry Crofts produced most of the original graphics in the current volume. Elizabeth Cavanaugh's editing of text, tables and graphics in this volume has enlivened and clarified our presentation immeasurably. Linda Powers contributed greatly to final editing and revision throughout. Ann Regul efficiently typed text and tables in this volume as well as the text included in the volumes of supplementary tabulations. She was helped in this task by Lillian Clark, Linda Higgs and Susan Wallace. Lillian Clark did the final typing and formatting of this report, producing a neat and attractive volume.

At Decision Science Consortium, Inc., Gail Hurd prepared all graphics in this report in their final form, so that they are not only consistently labelled, but elegantly so. Diane Laaksonen typed earlier drafts of several chapters.

Finally, and most importantly, the survey results reported here would not have been possible without the participation of the men and women in the Armed Forces who took the time to collect the data and to complete the questionnaires. Almost 19,000 active-duty officers and over 70,000 active-duty enlisted personnel responded to the 1985 Member Survey and many more were involved in the administrative aspects of the survey. Their contribution and cooperation is appreciated. This is their story--we hope we have presented it accurately and fairly.

EXECUTIVE SUMMARY

Personnel policies must be evaluated by the performance and satisfaction of the members of the force and the cost-effective use of scarce personnel and monetary resources. The ultimate purpose of all DoD policies is to recruit, train, equip, and field a military force capable of preserving the peace and protecting the vital interests of the United States and its allies. Manpower and personnel policy must ensure that enough well-trained personnel are available to operate and maintain the weapon systems and, ultimately, to fight. This report and other analyses which will be conducted using these data contribute to the ongoing evaluation of the Armed Forces.

The report is based on data from the 1985 DoD Survey of Officer and Enlisted Personnel (1985 Member Survey) conducted for the Office of the Assistant Secretary of Defense (Force Management and Personnel) [OASD(FM&P)] by the Defense Manpower Data Center (DMDC). Almost 19,000 active-duty officers and about 70,000 active-duty enlisted personnel in all four Services responded to an extensive questionnaire that was mailed to them at their duty locations in the spring of 1985. The questionnaire asked about personal and military background, economic status, family composition, rotation experience, preparedness, and plans for continuing in the military given alternative policies.

The substantive chapters are based on administrative data (Chapter 3) and survey data (Chapters 4 through 10). Major findings include:

Members' Military Background (Chapter 3)

- Total force size has remained relatively stable in the post-Vietnam period. Historically, force size has peaked in wartime and dropped thereafter.

- In the volunteer environment, average experience of enlisted personnel has increased, with fewer in the lower pay grades; the numbers of officers and their experience remained more stable.
- Enlisted pay grade structure has shifted toward higher pay grades in the post-conscription period, reflecting improved retention and success in building a more experienced force.

Personal and Family Characteristics of Military Members (Chapter 4)

- Officers (both male and female) and enlisted women were older on the average in the spring of 1985 than in the spring of 1979, reflecting improved retention.
- There have been increases in the minority population of the Armed Forces since spring 1979, especially in the proportions of active-duty women who are members of minority groups.
- Nearly all active-duty members met the minimum desired educational requirement: high school graduation for enlisted personnel and college degree for officers.
- Both officers and enlisted personnel took advantage of in-service educational programs. By the time they reached higher pay-grade levels, most officers and many enlisted personnel had completed education beyond minimum desired levels.
- Majorities of both officers and enlisted personnel were married. Most officers (60 percent) and a plurality (43 percent) of enlisted personnel had both spouse and children in their households.
- Approximately 98,000 military personnel had active-duty spouses. A much larger percentage of female members (both officers and enlisted personnel) than male members were married to active-duty military personnel.

Enlisted Personnel Career Plans and Retention (Chapter 5)

- Reenlistment rates, calculated from administrative records for both first term and career personnel have been increasing since 1980. Thus, the overall experience level of the enlisted force has increased. The survey data are consistent with a continuation of these trends.
- Enlisted personnel surveyed in 1985 expected to remain in the service longer than had respondents to a previous survey conducted in spring 1979 (1978/79 DoD Survey).
- Most enlisted personnel expected to be promoted at least once. Large numbers of those currently in the entry pay grades expect to achieve senior enlisted pay grades (E-6 and above), while few expect to become officers.
- Guaranteeing location assignment and promotion would improve the projected probability of reenlisting for enlisted personnel, but guaranteed retraining would have minimal impact. Many senior enlisted personnel would not choose to reenlist for retraining.
- More enlisted personnel in the 1985 Member Survey said that they were likely to join a National Guard or Reserve unit when they completed their time on active duty than did so in the 1978/79 DoD Survey, but only about 30 percent responded positively to this question.

Officer Career Plans and Retention (Chapter 6)

- The great majority of officers in all four Services planned to serve in the military at least 20 years (the minimum service required for retirement). Substantial proportions planned to serve longer.

- The proportions of officers expecting to serve at least 20 years have increased in all Services since the 1978/79 DoD Survey.
- Officers' expectations of a military career of at least 20 years increased substantially as length of service increased.
- For young officers (those in their fourth to sixth year of service), greater satisfaction with promotion opportunities, retirement benefits and frequency of moves is associated with a higher likelihood of expecting at least 20 years of military service.
- The majority of officers expected promotion to the next highest grade.
- Officers' intentions of joining a National Guard or Reserve unit upon leaving active duty increased somewhat since the 1978/79 DoD Survey.

Perceptions of Morale and Individual Preparedness (Chapter 7)

- Officers had higher estimates of morale at their current location than did enlisted personnel. This was the case for all four Services and for personnel ashore and at sea, CONUS and OCONUS.
- Generally, differences in morale estimates for the Services were minor. Army and Navy enlisted personnel had lower ratings than the other Services, while Marine Corps officers were slightly higher.
- Morale for both enlisted personnel and officers afloat was lower than for those assigned to shore locations. Morale for personnel in CONUS tended to be higher than for personnel in OCONUS.

- Overall changes in the average estimates of morale between the 1978/79 DoD Survey and 1985 Member Survey were small. However, there were substantially fewer enlisted personnel rating morale very low in 1985 than in 1978/79, and officers had dramatically higher morale ratings.
- Most officers reported that they were able to respond quickly to changes in work schedule, base recalls, or unit deployments. Fewer enlisted personnel than officers (but more than half) reported having no problems in meeting these demands of military life.
- Fifteen percent of the enlisted personnel reported they had no workable long-term dependent care arrangements, compared to only 6 percent of officers. Personnel with ~~military~~^{civilian} spouses were most likely to be satisfied with their arrangements. Those with no spouse or with a ~~civilian~~^{military} spouse were least likely to be satisfied with arrangements.
- Only 26 percent of enlisted personnel had a written will, and only 30 percent had a power-of-attorney arrangement. Officers were more likely to have completed these preparedness steps (64 percent and 35 percent, respectively). The number who had made such arrangements increased with age and pay grade and was higher for married members with dependents.
- Almost all members of the Armed Forces had life insurance, primarily Servicemembers Group Life Insurance (SGLI). Fifty percent of all enlisted personnel and three-quarters of all officers had coverage beyond the SGLI policy.

The Economic Situation of Officers and Enlisted Personnel and Their Families (Chapter 8)

- Officers' median taxable family income in calendar year 1984 was \$7,000 higher than their median taxable military income; for enlisted personnel the difference was \$3,100.

- Single officers and enlisted personnel without children had lower family incomes than other household composition groups, reflecting in part their concentration in the lower and middle pay grades.
- Single parents' family incomes were similar to the E4 - E5 family incomes for enlisted personnel and the 03 - 04 family incomes for officers, reflecting in part their concentration in these pay grades.
- Spouse's job was a substantial source of income in the households of both married officers and married enlisted personnel, especially in households without children.
- For enlisted personnel, both debt and expenditures on groceries and household items increased as percentages of family income as pay grade increased. The reverse occurred for officers, reflecting in part differences in household composition in the lower paygrades (and, hence, demand on income) and family income available to meet the demand.
- Enlisted personnel were about as likely to be satisfied as dissatisfied with family income. Officers were much more likely to be satisfied than dissatisfied.
- Knowledge of the current retirement benefits has increased since the 1978/79 DoD Survey, especially among enlisted personnel.

Rotation Experience and Perceptions of the Current Location (Chapter 9)

- Officers made substantially more permanent change of station (PCS) moves than enlisted personnel. Officers, however, were in the service for more years.
- Enlisted personnel served more of their time on active duty overseas than officers.

- While officers were slightly more likely to have been separated from their spouses and dependents during the year before the survey than enlisted personnel, enlisted personnel were more likely to report being separated from them for more than four months.
- Most officers and enlisted personnel did not want to extend their current tour of duty.
- Officers and enlisted personnel currently stationed in CONUS were more willing to extend their current tour of duty than those afloat or overseas.
- Larger proportions of enlisted personnel than officers reported experiencing no problems with more aspects of their last PCS move.
- For officers and enlisted personnel, the proportions reporting problems with their last PCS move were higher for those who had children, were married, and whose spouse was a civilian than for those who had no children, were not married, and whose spouse was in the military.
- Officers had more positive feelings about their current location than did enlisted personnel.
- The characteristics of the current location that officers and enlisted personnel evaluated equally poorly -- and worse than all of the other characteristics evaluated -- were Federal and other civilian employment opportunities for spouses and dependents, and the availability and quality of military housing. In addition, enlisted personnel expressed concern about the quality of schools for dependents and the environment for children.

- When compared to 1979, officers and enlisted personnel in 1985 reported fewer PCS moves but more and longer separations from family members.

Satisfaction with the Military Way of Life (Chapter 10)

- Officers were more satisfied with the military as a way of life than were enlisted personnel.
- Officers were more likely than enlisted personnel to agree that life in the military is about what they expected, that retirement benefits will not be as good for future military personnel, and that their families would be better off if the member left the military to take a civilian job.
- The large majority of both officer and enlisted personnel agreed that military pay will not keep up with inflation.
- Female officers and enlisted personnel were much less likely than males to agree that their families would be better off if they left the military to take civilian jobs.
- Most officers were "satisfied" or "very satisfied" with the environment for families, current retirement benefits, and promotion opportunities, but they expressed less satisfaction with the frequency of moves.
- Enlisted personnel were less satisfied than officers with selected aspects of military personnel policy. They expressed the most satisfaction with environment for families and promotion opportunities and the least with current retirement benefits and frequency of moves.

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1. INTRODUCTION AND BACKGROUND

1.1 Introduction

Effective management of military personnel requires that the Department of Defense (DoD) and the individual Services have reliable, valid, and timely data bases to support policy analysis, evaluation, and research on defense manpower problems. In addition to data that are routinely collected for administrative purposes, demographic, economic, behavioral and attitudinal information is needed. Survey research can provide such information. If collected periodically, survey data can be used to assess the responses of military personnel to past and current policy changes and to identify future areas for policy action.

This volume presents an overview of military personnel, and their responsiveness to and attitudes toward the personnel system based on the 1985 Survey of Officer and Enlisted Personnel (1985 Member Survey) conducted for the Office of the Assistant Secretary of Defense (Force Management and Personnel) [OASD(FM&P)] by the Defense Manpower Data Center (DMDC). Almost 19,000 active-duty officers and about 70,000 active-duty enlisted personnel in all four Services responded to an extensive questionnaire that was mailed to them at their duty locations in the spring of 1985. The questionnaire asked about personal and military background, economic status, family composition, rotation experience, preparedness, and plans for continuing in the military given alternative policies. This volume presents these data and, where possible, compares them to data from the last major DoD-wide survey, the 1978/79 DoD Survey of Officers and Enlisted Personnel (1978/79 DoD Survey).¹ Where appropriate, data from administrative files at DMDC have been used to supplement survey data.

1/ Description of Officers and Enlisted Personnel in the U. S. Armed Forces. A Reference for Military Manpower Analysis. By Z. D. Doering and W. P. Hutzler. The Rand Corporation, R-2851, March 1982.

The 1985 Member Survey was conducted at the same time as a companion survey of the spouses of the married military members selected for the main study was fielded. Over 30,000 spouses responded to that companion survey, the 1985 DoD Survey of Military Spouses (1985 Spouse Survey). Data from that survey will be forthcoming in a separate report and in associated supplementary tabulations.²

1.2 Background: Major Characteristics of Military Personnel

The U. S. Armed Forces are the largest non-conscripted military in the world. Currently, over 2.2 million men and women serve in the four active-duty components. Since the end of conscription in 1973, DoD and the military departments have assembled a portfolio of programs and incentives designed to attract and retain these men and women in the force. This report is based on the latest broad-based personnel survey sponsored by DoD to evaluate the success of current military personnel programs and policies, and to design new programs and policies for recruiting and retaining personnel in the next decade. A detailed understanding of the factors which motivate the members of the force, and the implementation of policies designed to meet these needs while meeting defense objectives, are necessary for the continued success of the Armed Forces.

Over the last decade there have been significant changes in the personnel requirements of the force and, concomitantly, in the men and women serving in it. At the same time that requirements were changing, the military force changed from a partially conscripted one to an all-volunteer one.

2/ Description of Spouses of Officers and Enlisted Personnel in the U. S. Armed Forces: 1985. A report based on the 1985 DoD Surveys of Officer and Enlisted Personnel and Military Spouses. By J. D. Griffith, et al. Research Triangle Institute, 1986. Description of Spouses of Officers and Enlisted Personnel in the U. S. Armed Forces: 1985. Supplementary Tabulations from the 1985 DoD Surveys of Officer and Enlisted Personnel and Military Spouses. By J. D. Griffith et al. Research Triangle Institute, 1986.

These changes have led to a growing career component within the force, a requirement that the men and women who join the military have more education and higher aptitudes, and a growing awareness that military careers must remain competitive with the civilian sector.

Many of the distinctive characteristics of the military population and their families are the direct result of the requirements of the Armed Forces for personnel. The requirements for certain types of personnel, long-standing cultural norms, and specific military policies (particularly the bottom-only-entry and military compensation systems) contribute to the nature of the military workforce and its dependents. Because understanding this relationship is critical to understanding the data described in this report and the accompanying supplements,³ we briefly examine the characteristics of military personnel and their relationship to military personnel policies.

A major characteristic of the military is that it is predominantly male. The number of women serving in the force has increased dramatically in recent years but, still, only 10 percent of the current force are women. Policy makers must be aware that women in a predominately male institution face special pressures. The design of these surveys allows analysis of the attitudes and experiences of women in the military.

A second characteristic, the sharply skewed age profile of the military, is also distinctive. Currently, almost 60 percent of the enlisted force and over 16 percent of the officers are under age 25. Only 3 percent of enlisted personnel and 15 percent of officers are older than age 41. The military prefers a force that is "young and vigorous", and this age pattern is maintained by recruiting untrained youth, restricting lateral entry, and a compensation system that allows retirement after 20 years of service.

3/ Description of Officers and Enlisted Personnel in the U. S. Armed Forces: 1985. Supplementary Tabulations from the 1985 DoD Survey of Officer and Enlisted Personnel. By L. M. LaVange et al., Research Triangle Institute, 1986. (3 Volumes)

A third characteristic of the current force is the high rate of marriage and family formation. In 1985, military personnel (with 10 or more months of service) were likely to be married (79 percent of officers and 60 percent of enlisted personnel). The 1978/79 DoD Survey (which excluded members with less than four months of service from its sampling frame) found that 78 percent of the officers and 57 percent of the enlisted personnel were married at the time of the interview. In addition, a study of a sample of civilians drawn from the 1980 U. S. Census and matched by age, race, and sex to the military population showed that military personnel were more likely to be married than civilians. The military, especially the career force, is by and large a married force.

Marriage and family formation provide both problems and opportunities for military personnel policy. Service members' concern for their families' welfare, for instance, may limit DoD's ability to deploy large segments of the force quickly and often for extended missions. There may be significant strain on young families because of separations due to overseas assignments and sea duty. Such strain may effect job satisfaction, performance, and retention. On the other hand, marriage and family formation may increase the maturity and responsibility of the members, and may support the members' military careers. The 1985 Member Survey and the 1985 Spouse Survey provided the first opportunity to systematically test these hypotheses across DoD.

The ultimate purpose of all DoD policies is to recruit, train, equip, and field a military force capable of preserving the peace and protecting the vital interests of the United States and its allies. Manpower and personnel policy must ensure that enough well-trained personnel are available to operate and maintain the weapon systems and, ultimately, to fight. Personnel policies must, therefore, be evaluated by the satisfaction and performance of the members of the force, and the cost-effective use of scarce personnel and monetary resources. This report and other analyses which will be conducted using these data contribute to that evaluation.

1.3 Audience for the Report

Data collected in a broad-based personnel survey such as the present one cannot be presented in a single report or in one which meets the needs of all of its potential audiences. Although the data were collected to satisfy a set of information requirements, many of these were intentionally general in scope so as to provide for future, as yet unanticipated, uses. In addition, the various actual and potential users of these data have differing needs as to the complexity and level of detail of specific analyses. For example, staff members in OASD(FM&P) have already used very specific data in responding to inquiries from Congress. In fact, the first report based on these data was in response to a Congressional request.⁴ In all likelihood, each of the Services will concentrate primarily on analyzing the data collected from its own personnel. Researchers, including individuals at institutions such as the Rand Corporation and the Center for Naval Analysis, at universities, and at consulting and research firms, will be using the data to address specific research questions (e.g., the retention of second-term enlisted personnel.)

In the course of planning initial products, it became clear that a report which presented a broad overview of the data would serve as a useful document and reference tool for both current and potential users. Senior DoD managers in both the Office of the Secretary of Defense (OSD) and the Services, and interested members of Congress and the public would find a basic descriptive summary of the demographic and attitudinal data on the current military to be useful. DoD analysts could use both the present report and its associated Supplementary Tabulations in the preparation of reports, issue papers, Congressional testimony, briefings, and correspondence without additional analyses. Finally, DoD and the Services could use the information in these reports to place problems in perspective and identify issues which require policy attention. It is towards the audiences described above that this report is directed.

4/ A Description of Military Dependents Issues Based on the 1985 DoD Survey of Officer and Enlisted Personnel. By A. J. Bonito, Research Triangle Institute, 1986.

1.4 Organization of the Report

In addition to this Introduction and Background (Chapter 1), the 1985 Member Survey report contains a methodological chapter (Chapter 2) and eight substantive chapters. A supplementary set of three volumes contains extensive data tables organized according to the subject areas of the chapters in the main report. This allows the reader to go easily from any point in the main text to the supplements in search of more detailed data on the subject.

Chapter 2 briefly describes the sample, data collection and weighting procedures, and the analytic approach of the report. The remaining chapters of this report, as noted above, discuss and describe the characteristics of military personnel and their responsiveness to and attitudes towards major aspects of military personnel policy. The general content of chapters 3-10 is described below.

Chapter 3. Members' Military Background

This chapter presents background information on military personnel from both the 1985 Member Survey and from administrative data files. There are selected comparisons to the 1978/79 DoD Survey data and administrative data from earlier years. The current pay grade structure is described, and changes in the structure since the 1978/79 DoD Survey are discussed. Changes in the experience of the force since the end of conscription, described in terms of years of service completed, are presented, together with differences in experience among the Services and by sex.

Chapter 4. Personal and Family Characteristics of Military Members

In this chapter, data on the personal demographic characteristics of the force are presented. These data are important for understanding the composite of individuals who comprise the Armed Forces--their concerns, aspects of their personal situations, and career decisions. The age distributions of the force are examined. Descriptions of the race/ethnic

those of earlier years. Current education is examined and comparisons are made with the 1978/79 DoD Survey.

A section of the chapter is devoted to the marital and family status of the force. Here the basic demographics of the military household are presented. More detailed data on military families will be presented in a forthcoming report, based upon data from both the 1985 Spouse Survey and the 1985 Member Survey.⁵

Chapters 5. and 6. Enlisted Personnel and Officer Career Plans and Retention

Retention of skilled trained personnel is a critical manpower/personnel issue facing the Armed Forces through the end of this century. As the number of potential recruits declines through the middle of the 1990s (the result of lower birth rates in the 1960s and 1970s), the military may have to retain more personnel each year than in the past in order to maintain or increase force size. Increased retention requires compensation levels which are competitive with jobs in the private sector, good working and living conditions, and opportunities for training and advancement.

The 1985 Member Survey questionnaires, for both officers and enlisted personnel, included a series of questions directly related to retention and career intentions. While more limited than similar questions asked in the 1978/79 DoD Survey, these questions provide important data on the attitudes and intentions of members regarding their career plans.

The major retention question in the enlisted personnel questionnaire asked respondents how likely it was they would reenlist. Additional questions asked for the probabilities of reenlisting under three hypothetical situations -- guaranteed choice of location, guaranteed promotion, and guaranteed retraining. Both enlisted personnel and officers were asked to estimate how long they would serve and their final pay grade.

⁵/ J.D. Griffith, ibid.

Finally, both officers and enlisted personnel were asked if they intended to join a Reserve Component after leaving active service. These results are compared to similar data from the 1978/79 DoD Survey to indicate how much success the Services might expect in manning the Reserve Components with personnel leaving the active force.

Chapter 7. Perceptions of Morale and Individual Preparedness

The ability to deter war, and to be prepared to fight and win that war should it become necessary, is commonly called "readiness." Readiness is an output measure, dealing with the product produced by the inputs of personnel combined with other inputs such as weapons, transportation, supplies and strategies. A personnel survey can only address readiness issues in a limited fashion. However, the survey responses can provide information on the current status of the force and changes that have taken place since the 1978/79 DoD Survey was conducted.

In this chapter, we deal with two limited aspects which are considered in broader discussions of readiness and capability. Specifically, perceptions of morale and individual preparedness. The responses of officers and enlisted personnel to questions on the morale of their units provide most of the data in this chapter and are compared with responses to an identical question asked in the 1978/79 DoD Survey. In addition, the perceived ability of personnel to respond to a variety of changes in their work conditions is discussed. This series of questions dealt with barriers to responding to a change in work schedule, a no-notice base recall, and unit deployment. The questions focused on whether members had made arrangements that allowed them flexibility in their job performance.

Another personnel issue is providing suitable arrangements for dependent care in the event personnel are mobilized or deployed. It is believed that the performance of personnel may suffer, especially in the stress of combat, if they believe they do not have workable provisions for the care and safety of their dependents. The responses to a series of questions asking about the workability of dependent arrangements under different conditions are analyzed in this chapter.

Finally, to assess another dimension of member preparedness, respondents were asked about the steps they may have taken to provide for their families, such as preparing a will, power-of-attorney, or having life insurance.

Chapter 8. The Economic Situation of Officers and Enlisted Personnel and Their Families

Military compensation is an important element of military personnel policy. The level of compensation and the forms in which it is paid, as well as other sources of income, are important to the well-being of both officers and enlisted personnel and families. This chapter examines the level and sources of military and total family income and the financial status of military households.

The initial focus of this chapter is the levels and components of family income. Both member and spouse incomes, as reported by the members, are examined. The reliance of military households on the various components of military compensation (base pay, allowances, bonuses, special pays), income from a second job ("moonlighting"), spouse's earnings and income from other sources are examined.

In-kind benefits (health care, commissaries, etc.) and deferred compensation in the form of retirement after a minimum of 20 years of service are major items in the total military compensation package. The series of questions about members' knowledge and use of these elements of the compensation system is discussed. Finally, there is some discussion of satisfaction with family income.

Chapter 9. Rotation Experience and Perceptions of the Current Location

One of the major characteristics of the military lifestyle is frequent moves to new assignments. Data in this chapter focus on the frequency of those moves, and the member's perception of the hardships the moves impose on the member and the family.

Also presented in this chapter are data on the characteristics of the current location and members' attitudes toward and perceptions of their quality of life and that of their families. Quality of life has often been cited as a major contributor to individual decisions to remain in or leave the force.

Chapter 10. Satisfaction with the Military Way of Life

The final substantive chapter describes members' responses to questions dealing with a range of military lifestyle issues and their satisfaction with a number of dimensions of the military environment. These responses are useful to understanding the motivations and concerns of current personnel.

2. THE 1985 DOD SURVEYS OF OFFICERS AND ENLISTED PERSONNEL AND MILITARY SPOUSES

2.1 Introduction

This chapter briefly describes the sample, data collection and weighting procedures, and analytic approach of the report. A more detailed description of the sample and procedures is found in Chapter 2 of the Supplementary Tabulations volumes.¹

2.2 The Sample

The population from which the 1985 DoD Survey of Officer and Enlisted Personnel (1985 Member Survey) was sampled consisted of all active-duty officers and enlisted personnel on 30 September 1984. As in all previous DoD-wide surveys, the basic stratification variable for the 1985 Member Survey was Service. Within each Service, the enlisted sample was stratified by length of service (4 to 47 months and 48 months or more) and sex, while the officer sample was stratified only by sex. Officers, females, and U.S. Marine Corps personnel were sampled at higher rates to permit more detailed analyses of these subgroups. Military personnel with less than four months of service were excluded from the population. Within each stratum, a random sample of military personnel was selected. The sample for the 1985 DoD Survey of Military Spouses (1985 Spouse Survey) consists of the spouses of all married military members selected for inclusion in the 1985 Member Survey.

The sample selected for the Member Survey consisted of 25,432 officers and 106,574 enlisted personnel--a total of 132,006 military members. Sample allocation is shown in Tables 2.1 and 2.2.

1/ LaVange, Lisa, et al. Description of Officers and Enlisted Personnel in the U.S. Armed Forces: 1985. Supplementary Tabulations from the 1985 Survey of Officer and Enlisted Personnel, Research Triangle Institute, 1986.

2.3 Data Collection

The administrative model used for data collection was essentially the same in each of the Services, although Service-specific organizational differences resulted in minor variations. Data collection for the Member Survey was the responsibility of Service-specific administrative units, coordinated through a primary point-of-contact who worked closely with the Defense Manpower Data Center, the DoD technical office responsible for the surveys.

The initial notification letters for the Member Survey were mailed to units containing sample individuals in January 1985. The worldwide dispersion of the sample and the extensive followup efforts intended to improve response rates delayed receipt of the last questionnaires by the survey processing contractor until June 1985. Eighty-one percent of the questionnaires, however, were filled out in late February and March 1985.

There was a hiatus of several months between the selection of sample members and their receipt and completion of questionnaires. Because questionnaires were sent to particular military members, there was no readily available way to include new accessions to the military in the survey. Questionnaires were forwarded to individuals who were on extended temporary duty or who had changed location but not to those who had separated from the military. Only military members with four or more months of service at the end of September 1984 were included in the sample, and since most of the questionnaires were completed in March 1985, respondents in the 1985 Member Survey had completed 10 or more months of military service at the time they responded. The number of military members selected in the sample, the number still in the military at the time of the survey, and the number of completed (usable) questionnaires are also presented in Tables 2.1 and 2.2 for officers and enlisted personnel, respectively. These tables provide detailed numbers for each sample stratum and for all strata combined, within and across the Services. The overall response rate for the 1985 Member Survey was over 71 percent--77 percent for officers and 70 percent for enlisted personnel. Response rates for the sample strata are also presented in Tables 2.1 and 2.2.

Table 2.1

Sample Allocation and Response of Officers by Service and Sex
1985 DoD Survey of Officers and Enlisted Personnel

Service and Sex	Sample Members ¹	Eligible Members ²	Usable Questionnaires Returned ³	Returned as % of Eligibles
Army	7,912	7,663	4,997	65.2
Male	5,868	5,682	3,799	66.9
Female	2,044	1,981	1,198	60.5
Navy	5,046	4,864	3,975	81.7
Male	3,736	3,593	2,933	81.6
Female	1,310	1,271	1,042	82.0
Marine Corps	4,568	4,444	3,684	82.9
Male	3,940	3,843	3,170	82.5
Female	628	601	514	85.5
Air Force	7,906	7,655	6,262	81.8
Male	5,668	5,519	4,583	83.0
Female	2,238	2,136	1,679	78.6
DoD	25,432	24,626	18,918	76.8
Male	19,212	18,637	14,485	77.7
Female	6,220	5,989	4,433	74.0

¹Active-duty military members with four or more months of service on 30 September 1984.

²Sample members not separated from the active military at the time questionnaire was distributed.

³From eligible members only.

Table 2.2

Sample Allocation and Response of Enlisted Personnel by Service,
Sex and Length of Service
1985 DoD Survey of Officers and Enlisted Personnel

Service, Sex and Length of Service	Sample Members ¹	Eligible Members ²	Usable Questionnaires Returned ³	Returned as % of Eligibles
Army	34,601	32,513	19,220	59.1
Male	22,490	21,219	12,360	58.2
4-47 mos.	6,747	6,232	3,329	53.4
48 + mos.	15,743	14,987	9,031	60.3
Female	12,111	11,294	6,860	60.7
4-47 mos.	3,634	3,326	1,901	57.2
48 + mos.	8,477	7,968	4,959	62.2
Navy	24,805	23,029	17,262	75.0
Male	16,986	15,751	11,628	73.8
4-47	5,096	4,638	3,175	68.5
48 +	11,890	11,113	8,453	76.1
Female	7,819	7,278	5,634	77.4
4-47 mos.	2,346	2,184	1,610	73.7
48 +	5,473	5,094	4,024	79.0
Marine Corps	20,053	18,823	13,898	73.8
Male	17,819	17,363	12,783	73.6
4-47 mos.	5,543	5,099	3,389	66.5
48 + mos.	12,933	12,264	9,394	76.6
Female	1,577	1,460	1,115	76.4
4-47 mos.	473	420	302	71.9
48 + mos.	1,104	1,040	813	78.2
Air Force	27,115	25,599	19,645	76.7
Male	16,610	15,732	12,078	76.8
4-47 mos.	4,983	4,672	3,407	72.9
48 + mos.	11,627	11,060	8,671	78.4
Female	10,505	9,867	7,567	76.7
4-47 mos.	3,152	2,915	2,208	75.7
48 + mos.	7,353	6,952	5,359	77.1
DoD	106,574	99,964	70,025	70.1
Male	74,562	70,065	48,849	69.7
4-47 mos.	22,369	20,641	13,300	64.4
48 + mos.	52,193	49,424	35,549	71.9
Female	32,013	29,899	21,176	70.8
4-47 mos.	9,605	8,845	6,021	68.1
48 + mos.	22,408	21,054	15,155	72.0

¹Active-duty military members with four or more months of service on 30 September 1984.

²Sample members not separated from the active military at the time questionnaire was distributed.

³From eligible members only.

2.3 Weighting the Data

Because of the disproportionate sampling, different weights were required for the different subgroups in the DoD population. In addition, the weights had to adjust for the sampled subgroups' different response rates. Properly weighting the sample of respondents allows computation of statistical estimates for the DoD population. The weighted data used in this report are assumed to represent the DoD population with 10 or more months of service as of 30 March 1985. Table 2.3 shows the (1) total strength of the Service populations, (2) Service populations from which the sample was selected, (3) Service populations to which the survey applies, (4) number of usable questionnaires, and (5) proportion of the applicable Service populations represented by the returned questionnaires.

2.4 Analytic Approach

The graphs and occasionally tabular forms used to present report data compare the percentages of military members on a large number of dimensions. Statistical tests of significance were not used because in a survey with such a large sample, most estimates can be made so precisely that even small differences in observations between Services and other large groupings are statistically significant. Some of the statistically significant differences are unimportant for policy purposes. Estimates for some subgroups detailed in the graph are based on small numbers of observations. Differences smaller than 6 to 10 percentage points among groups are not mentioned except where the small differences appear important for policy reasons.

Unclassifiable or missing data are less than two percent of the responses. They do not appear as a separate category and are assumed to be distributed in the same way as the available data.

Table 2.3

Relationship of Usable Questionnaires to DoD Population,
as of 30 March 1985
1985 DoD Survey of Officers and Enlisted Personnel

	Service				
	Army	Navy	Marine Corps	Air Force	DoD
<u>Enlisted</u>					
Total Strength ¹	671,285	491,849	178,066	491,849	1,831,979
Population ²	563,817	424,378	145,154	438,975	1,572,324
Generalizable Population ³	556,161	416,014	145,975	434,142	1,552,292
Number of Usable Questionnaires	19,220	17,262	13,898	19,645	70,025
Proportion of Generalizable Population Responding	3.5	4.1	9.5	4.5	4.5
<u>Officer</u>					
Total Strength ¹	107,027	68,860	20,524	106,303	302,714
Population ²	100,021	65,301	19,386	100,581	285,289
Generalizable Population ³	99,074	64,958	19,624	100,083	283,739
Number of Usable Questionnaires	4,997	3,975	3,684	6,262	18,918
Proportion of Generalizable Population Responding	5.0	6.1	18.8	6.3	6.7

¹Source: U.S. Department of Defense. (March 31, 1985). Military Manpower Statistics. Washington, D.C.: Washington Headquarters Services (Directorate for Information Operations and Reports) (DIOR).

²Population refers to individuals with 10 or more months of service as of 31 March 1985.

³Generalizable population refers to individuals with four or more months of service as of 30 September 1984, and who were still in the Armed Forces when the survey was conducted.

By necessity, decisions had to be made about subjects to be discussed and those to be omitted. In general, the topics presented in this report are those which continue to be of special policy interest or which have been raised during the period in which the data were collected. The reader will find additional information on the topics discussed in the supplementary tabulations and, as indicated earlier, additional analyses can and will be conducted from the data files.

3. MEMBERS' MILITARY BACKGROUND

3.1 Introduction

In this chapter we present data which describe the military experience and background of the members of the United States Armed Forces. As background to the chapters which follow, the objective is to present a picture of current military personnel as well as the trends which have shaped the current force.

There are two reasons why the data are drawn from the administrative records maintained by the Department of Defense rather than from the survey results. First, administrative data allow us to look at trends, while the survey data are, in general, specific to the period during which they are collected. Second, administrative data allow us to present information which was not collected in the survey but which provides a background to the remaining chapters.

Since conscription ended almost 15 years ago, there have been a number of significant changes in the shape and composition of the force. These changes are highlighted in this and the following chapter on the personnel and family characteristics of the members of the force. This chapter focuses on the:

- size of the active-duty force;
- grade distribution and experience of the force.

These three categories together describe a changing military population that is smaller and more experienced.

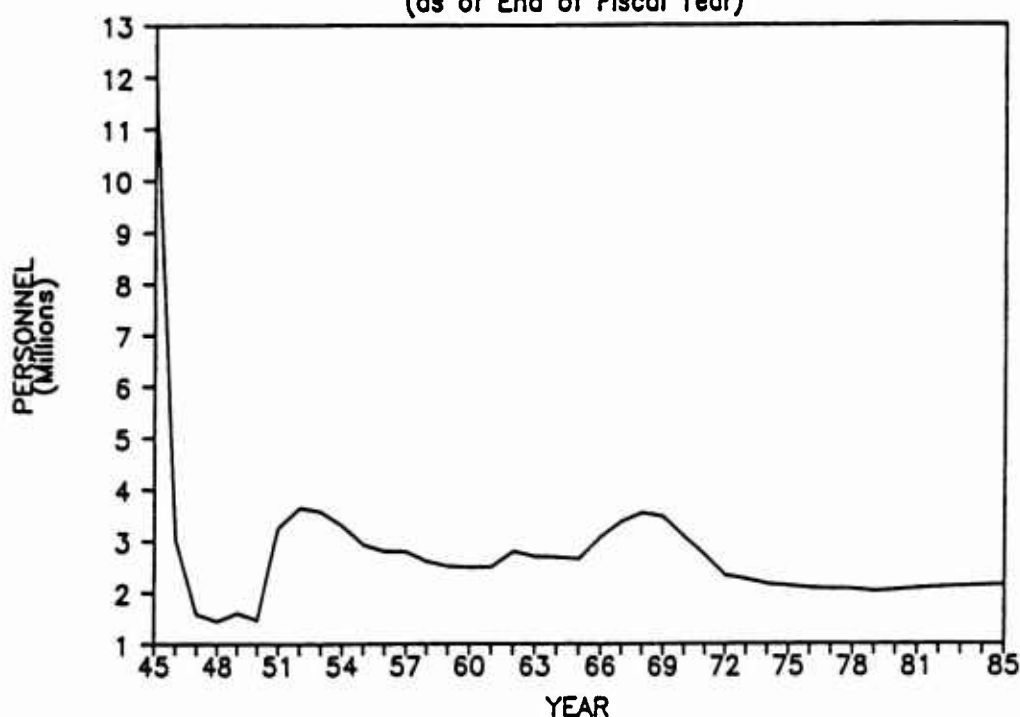
3.2 Size of the Force

At the end of World War II, over 12 million men and women were in uniform. This wartime strength was quickly reduced to a peacetime level of 3 million and, by the outbreak of hostilities in Korea, to a level of approximately 1.5 million. Following a rapid build-up to over 3.6 million during the 1950s, the force gradually declined to 2.5 million in the early 1960s.

Build-ups in the 1960s, first in response to the Berlin and missile crises and then to Vietnam, brought the force back to the 3.5 million level by 1968.

Following the end of the US involvement in Southeast Asia and the institution of the volunteer force in 1972, the size of the active-duty force declined to a level of just over 2 million. During the entire period since the end of Vietnam, the force has remained close to this level, although there has been a slight upward trend in the past few years. These trends are portrayed in Figure 3.1.

Figure 3.1
Total Military Strength
(as of End of Fiscal Year)

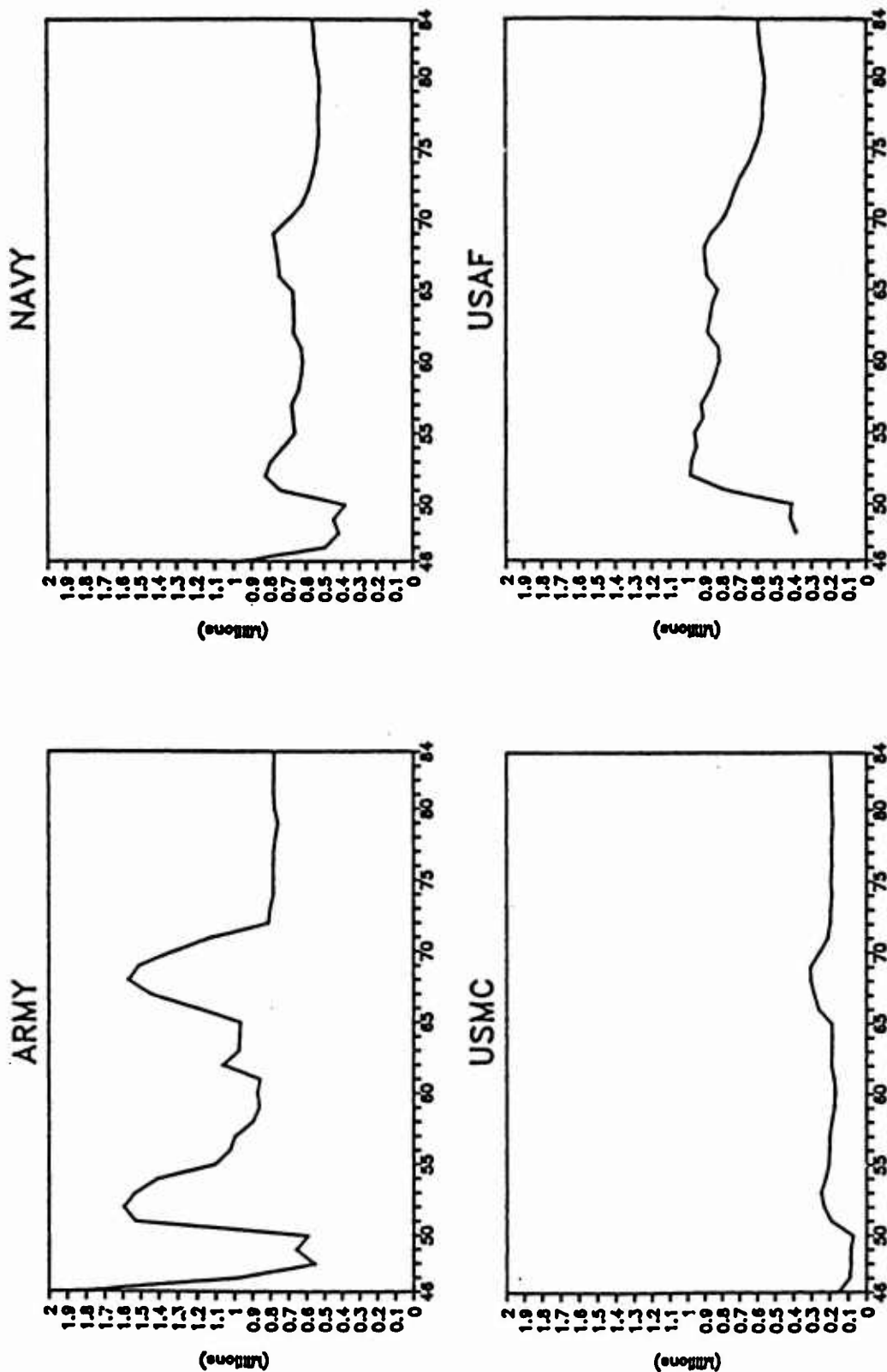


SOURCE: DOD SELECTED MANPOWER STATISTICS

Strength profiles for the individual Services over this period are quite different. These are shown in Figure 3.2. The Army had significant and rapid increases and decreases in the early 1950s (representing the Korean build-up and subsequent drawdown) and again in the late 1960s - early 1970s (corresponding to the Vietnam period), with remarkable stability since that

Figure 3.2

Total End Strength



SOURCE: DOD SELECTED MANPOWER STATISTICS

time. The Army plans to maintain a constant end strength of 780,000 through at least the end of this decade.

The pattern for the Navy (Figure 3.2) shows less dramatic growth and decline and evidences an upward shift since 1980 which the Navy plans to continue as the number of ships and squadrons increases. The Marine Corps pattern is more similar to the Army pattern, but the continuing Marine Corps strength since Vietnam is at a much higher level than the immediate post-WWII level, when Marine Corps end strength declined to less than 80,000. The current Marine Corps strength plan calls for the Marine Corps to remain steady at slightly greater than 200,000. The Air Force presents another pattern, one without wartime peaks as sharp as those for the Army or the Marine Corps. Following a short period of very rapid growth following its creation after WWII, the secular decline in end-strength for the Air Force through about 1980 was also slower, followed by a definite uptrend.

3.3 Experience of the Force

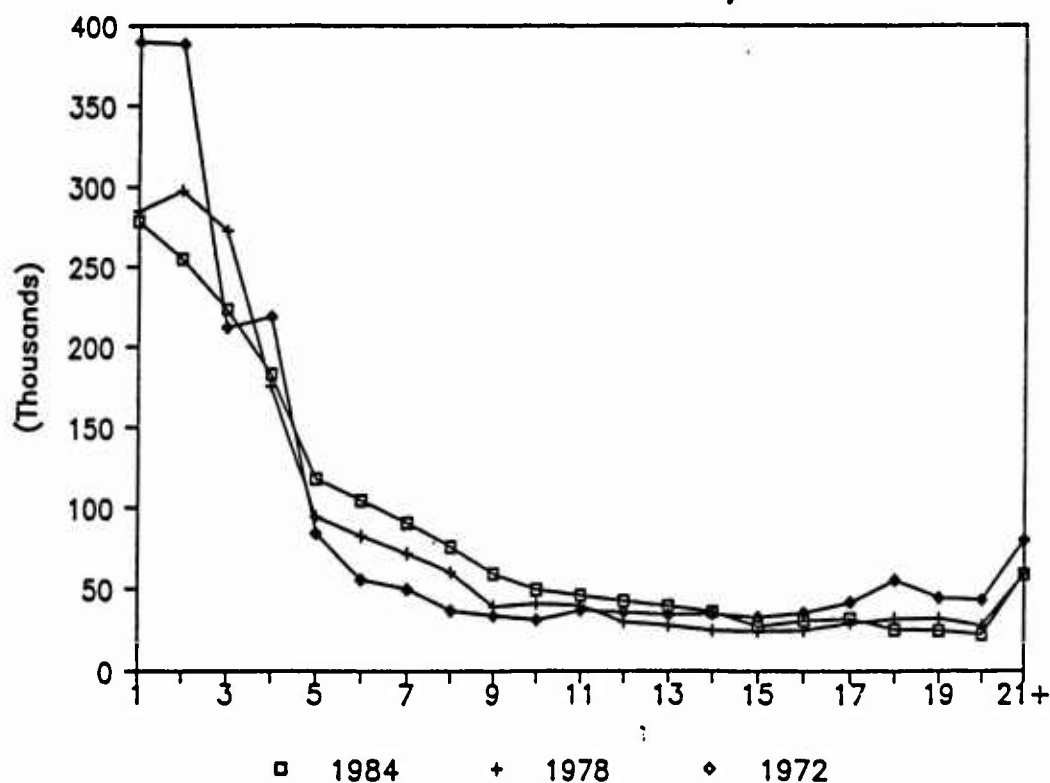
Armed Forces personnel in the post-conscription period have become more skilled and experienced as a result of changing personnel requirements and policies. In a later chapter, we focus in detail on the issue of retention and career patterns; in this introductory chapter we present some comparative data on the experience level of the force and how it has changed over the period since conscription ended.

For the purposes of these analyses of force composition, we have chosen three points in time for comparison: the ends of fiscal year (FY) 1972, FY 1978, and FY 1984. The first, 1972, was chosen to represent the force as it was in the last year of conscription and before the Vietnam drawdown was completed. The 1978 force was chosen to correspond to the 1978/79 DoD Survey as well as to capture the more difficult personnel policy era of the late 1970s. The most recent point, the end of FY 1984, closely represents the current status of the Armed Forces and is the point in time when the sample for the 1985 Member Survey was selected.

3.3.1 Enlisted Force Experience

Figure 3.3 displays the year-of-service (YOS)¹ profile of the enlisted force at each of the three points. The 1972 force is distinguished by a very large number of junior enlisted personnel, especially in the first two YOS. Almost 777,000 personnel, over 38 percent of the total enlisted force at the end of FY 1972, had less than two years of completed service. In contrast, the 1978 force had about 583,000 personnel with less than two years of service completed. The decline of 194,000 from the earlier period of junior enlisted personnel represented 32 percent of the 1978 enlisted

Figure 3.3
Enlisted Force by YOS



SOURCE: DMDC ADMINISTRATIVE DATA

¹/ Current Year-of-Service (YOS) is the year of service the officer or enlisted member is currently in. Those who have completed five years of military service, for example, are in their sixth year.

force. By the end of FY 1984, the number of enlisted personnel with less than two years of service had further declined to 533,000, representing 29 percent of the force. This decline in the most junior portion of the force resulted from the move away from the short initial terms of service in the conscription period to longer, generally three- or four-year, terms in the current volunteer environment, along with the dramatic improvement in career retention that has occurred since 1980.

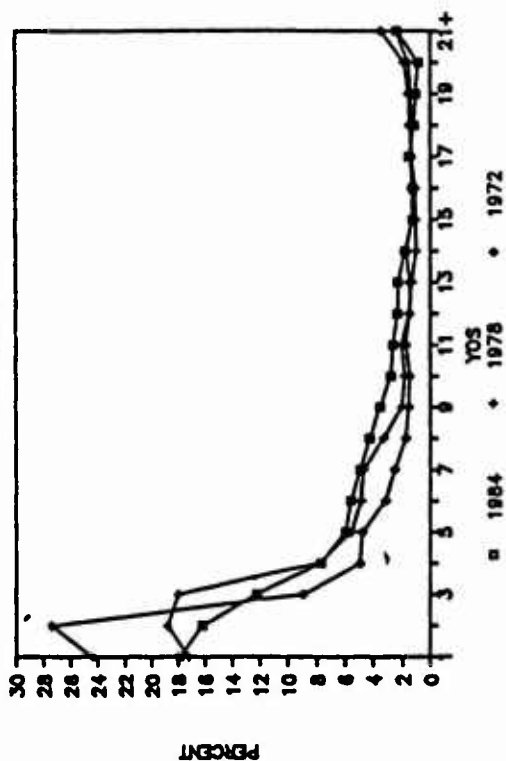
Beyond the fourth YOS, the force profiles for the three selected years are remarkably similar. A relatively flat and constant proportion of the force is in these more senior year groups, although there is a noticeable upward shift from 1972 to 1984. This represents, in very aggregate form, the increased force experience which the Armed Forces have strived for and achieved in the last decade. Figure 3.4 presents force profiles for the individual Services for 1972, 1978, and 1984. These figures show the percentage of the enlisted force at each YOS in the three years. For the Army, we find that in 1972 over half the enlisted force was in the first two YOS, but that by 1984 this proportion had dropped dramatically to only one-third. The Navy shows a much less dramatic decline in the lower YOS groups because they depended less on draftees during the conscription period. For the Marine Corps, which in 1972 had almost three-fourths of the enlisted force in the first four YOS, the number in those least experienced groups had declined to about half by 1984. Because the Air Force is predominantly volunteers, the move to a more experienced force and the concentration in the lower year groups in 1972 were not as pronounced as in the other Services. The most interesting change in the Air Force was at the upper year groups. The noticeable bulge at the 18-21+ YOS in 1972 that represented the end of the Korean War enlistees was gone by 1984 when this experienced cadre left, but these members were replaced by more personnel at the 5 to 9 YOS points.

A second measure of the experience of the force is in the pay grade structure. Pay grade signifies the responsibility and status accorded members. An examination of the distribution of the force across the pay grades, then, is important to a complete description of the experience of the military. A pay grade profile i.e., the percentage at each pay grade

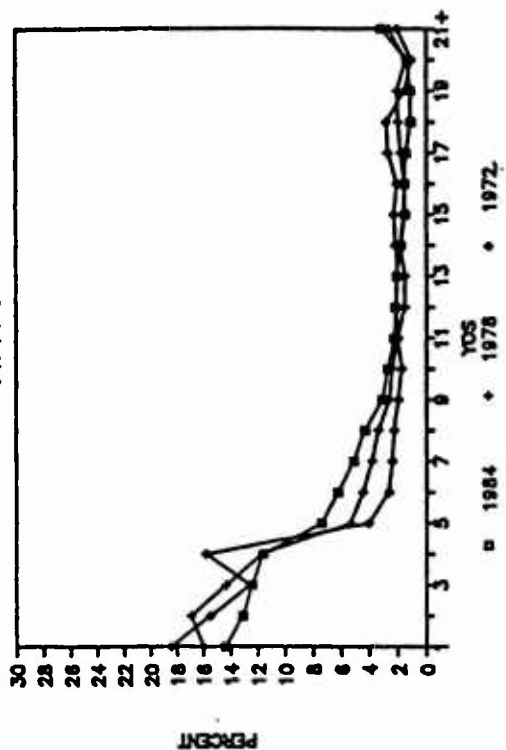
Figure 3.4

Enlisted Force by YOS and Service

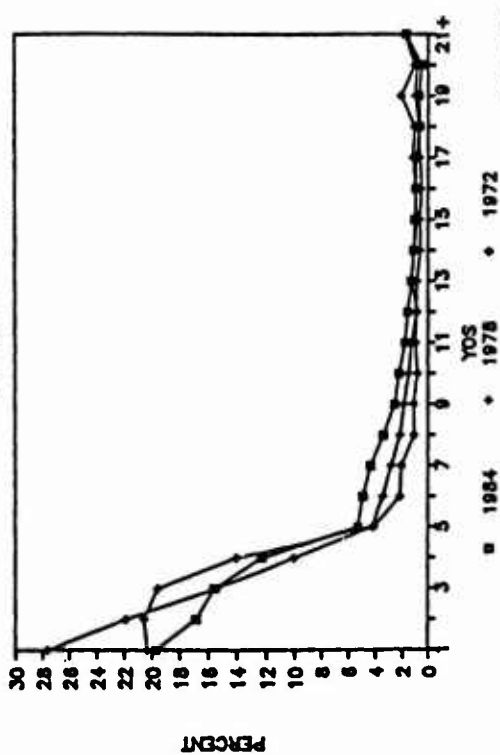
ARMY



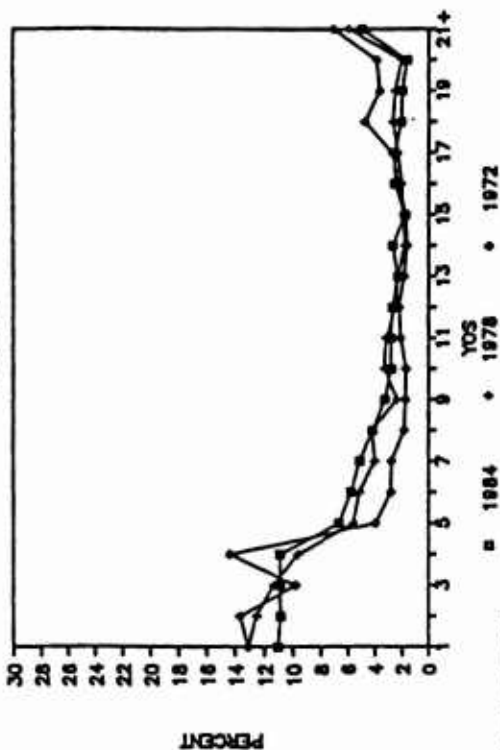
NAVY



USMC



USAF



SOURCE: DMDG ADMINISTRATIVE DATA

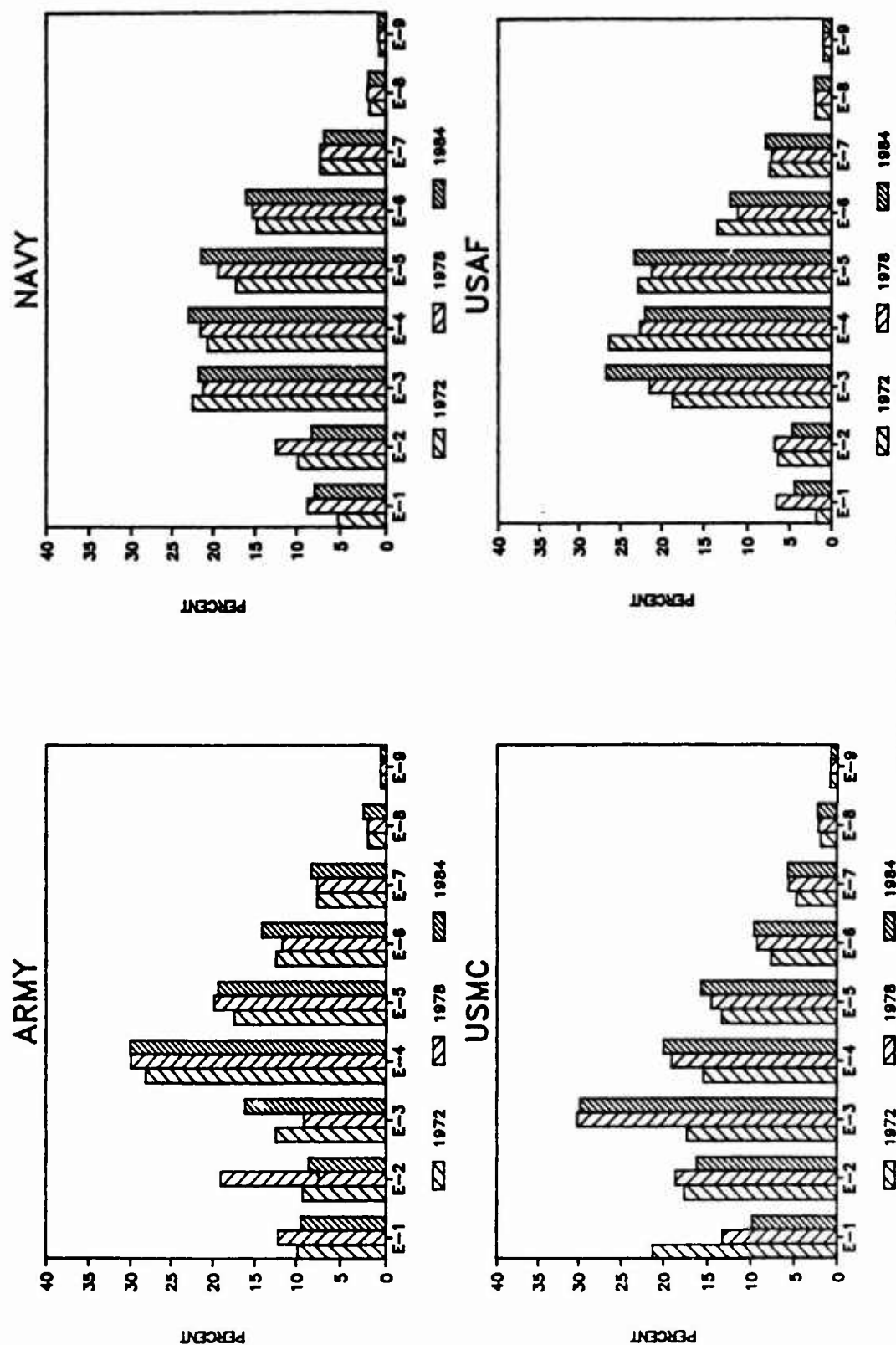
level for the enlisted force in 1972, 1978 and 1984 by Service is presented in Figure 3.5.

For the Army, the only significant variation over this period is that in 1978 there were more E1s and E2s and fewer E3s than in either the earlier or later years. In 1984, the Army had slightly more personnel in the higher grades, especially E6 and E7, reflecting the improving retention experience of the recent period. In the Navy, there is a similar pattern, with a tendency for the pay grade distribution to become higher as the overall personnel situation improved over this period. The Marine Corps data show a substantial decline in the percentage of the force at pay grades E1 to E3 and an increase in pay grades in E4 to E6. The pay grade structure in the Air Force has shifted downward, especially in the E3 category, reflecting the loss of the very senior experience noted above and probably a slower promotion rate.

The pay grade distributions across the four Services at each of the three years (Figure 3.6) show the same data in another way. In 1972, the Marines were noticeably bottom heavy compared to the other Services, while the Air Force was substantially more concentrated in the E4 - E6 pay grades. Over one-fourth of the Army was at the E4 pay grade, while the Navy peak was the E3 pay grade. By 1978, the Marine Corps bottom heaviness, compared to the other Services, had declined substantially, while the higher pay grade distribution in the Air Force had dropped compared to the other Services. By 1984, the patterns were becoming even more similar. The Marines still were more concentrated at the E2 and E3 pay grades and the Army at E4, while the Air Force had more E3s than at earlier years.

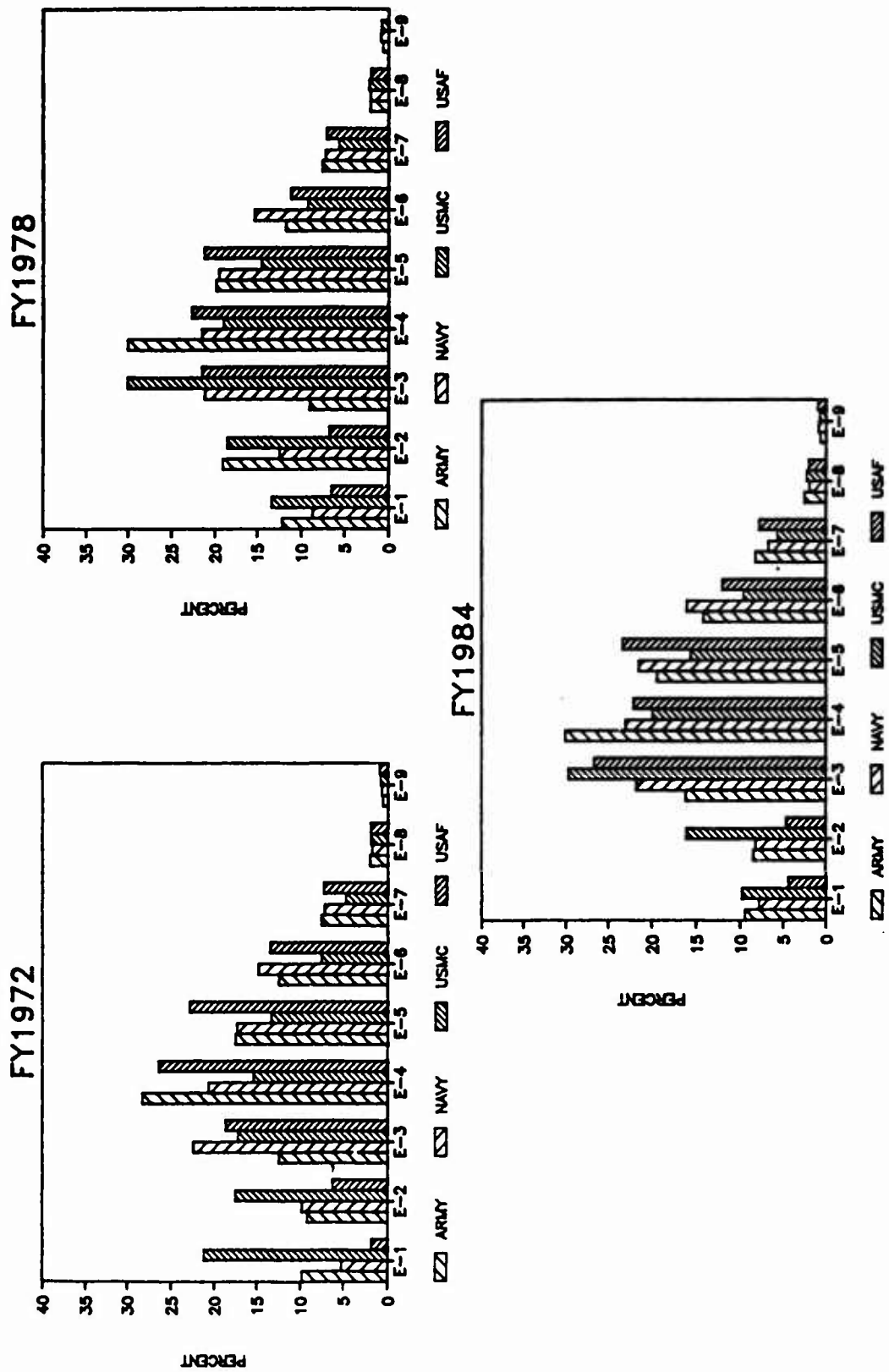
It has sometimes been asserted that pay grade level does not reflect the same level of real experience that it did in earlier periods because promotions have been accelerated. The data presented in Figure 3.7 demonstrate that while there is some variation on average YOS, for the most part, the distributions are similar. These graphs show the average YOS completed at each enlisted pay grade for each of the four Services. They show, in all cases, only very small changes in average YOS completed by pay grade. For the Army, E4s and E5s have slightly more average service now,

Figure 3.5
Enlisted Pay Grade Distributions by Service



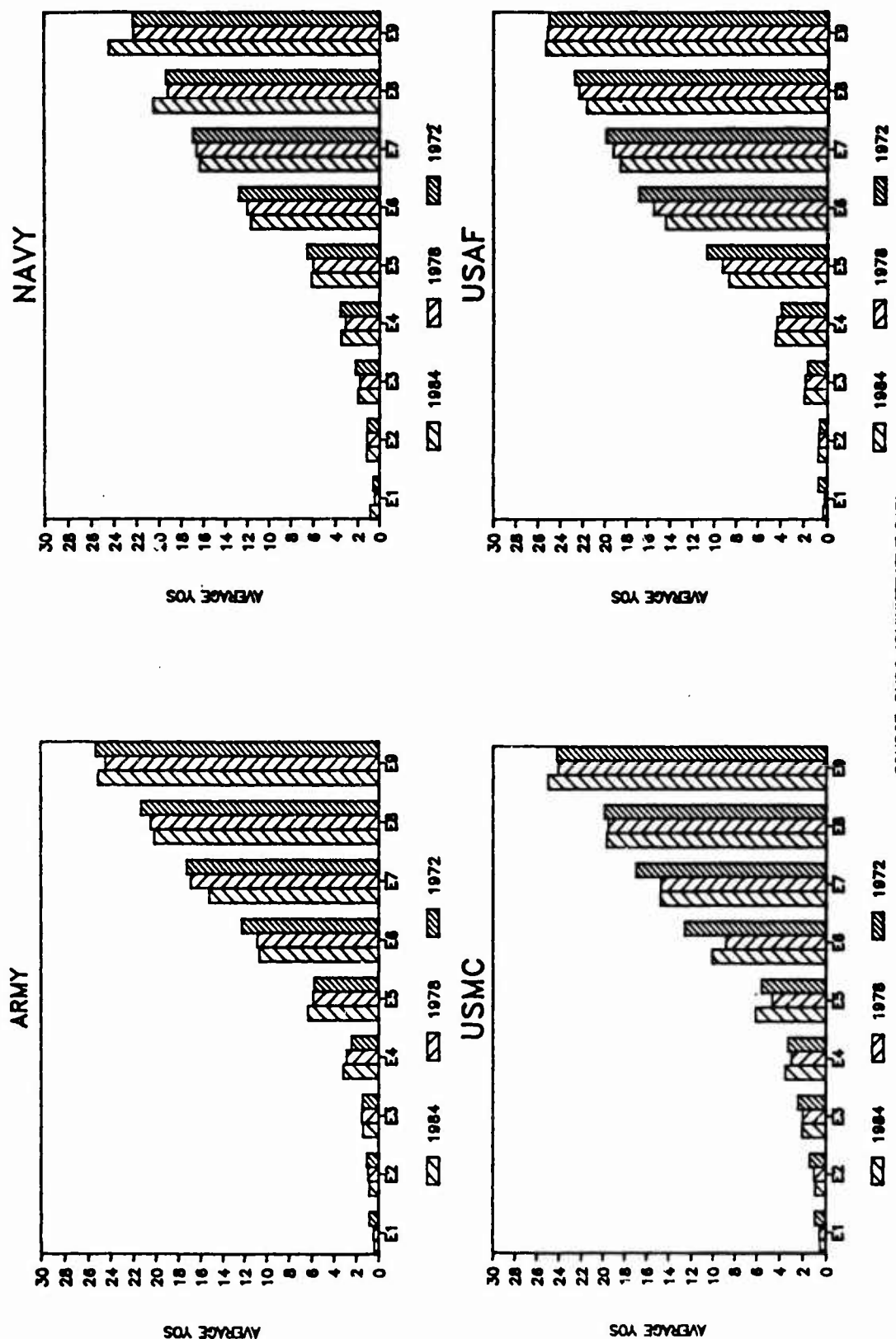
SOURCE: DMDG ADMINISTRATIVE DATA

Figure 3.6
Enlisted Pay Grade Distributions by Year



SOURCE: DMDG ADMINISTRATIVE DATA

Figure 3.7
Average YOS by Pay Grade by Service



SOURCE: DMDG ADMINISTRATIVE DATA

while E6s, E7s and E8s have slightly less. For Navy, the only substantial difference is that E8s and E9s now have longer experience in years than they did previously. With the exception of E7 which shows no change at all, the Marine Corps now has longer experience in all pay grades above E4. Finally, for the Air Force, average YOS for the middle pay grades (E5 to E8) decreased somewhat between 1972 and 1984.

The Services use promotion as a tool to manage and maintain force size and distributions. Promotions can be accelerated to improve retention, both to meet the requirements for personnel which are usually stated by pay grade and to provide additional incentives for personnel to reenlist. The average YOS by pay grade across the four Services in 1972, 1978 and 1984 are presented in Figure 3.8.

A higher retention pattern has allowed the Air Force to use a slightly slower promotion rate while maintaining force goals. A slower promotion rate and a higher retention have increased the experience by pay grade for the Air Force above that of the other Services. In all three years, for example, Air Force personnel in pay grades E4 to E7 averaged more experience than personnel in the other Services. The pattern weakened by 1978, however, as the Army and Navy began to increase the average YOS in these critical middle grades. The Marine Corps lagged behind in this period. By 1984 the exhibited differences narrowed, although the Air Force continued to have a higher average experience level.

3.3.2 Officer Experience

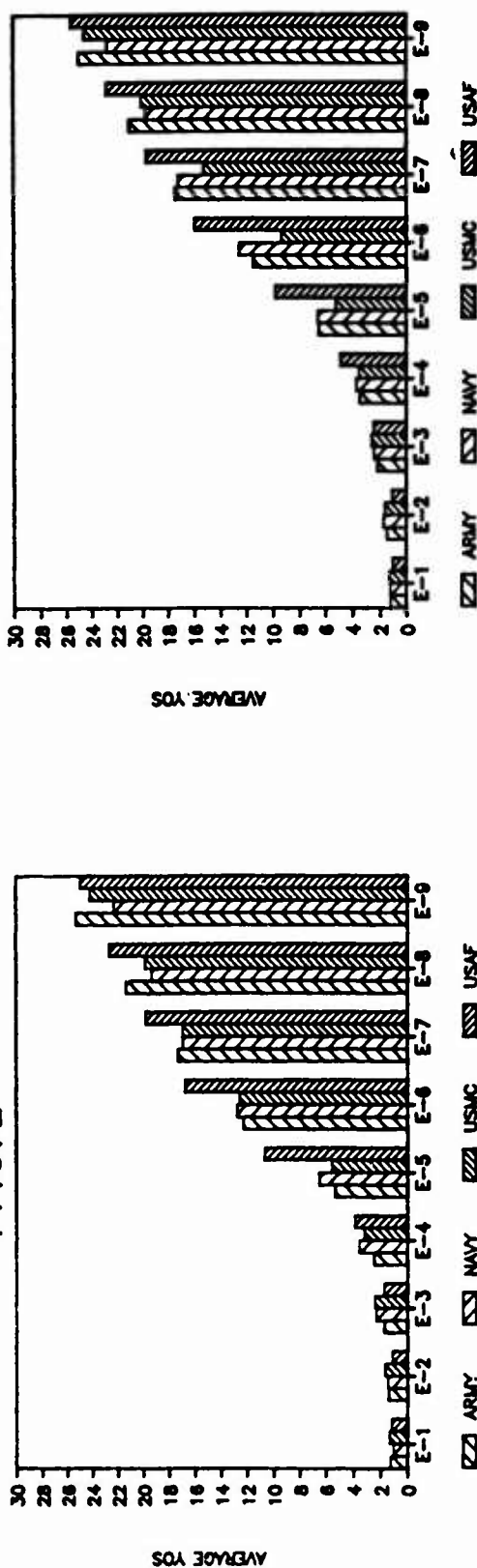
The dramatic drawdown of enlisted personnel following the end of the Southeast Asia conflict was not repeated for officers. As seen in Figure 3.9 the total officer strength declined very little over this period, especially in the Navy and the Marine Corps.

Figure 3.8

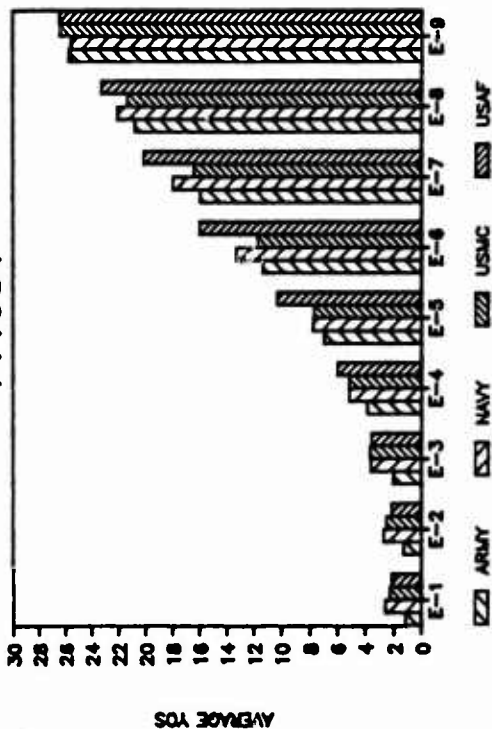
Average YOS by Pay Grade by Year

FY1972

FY1978

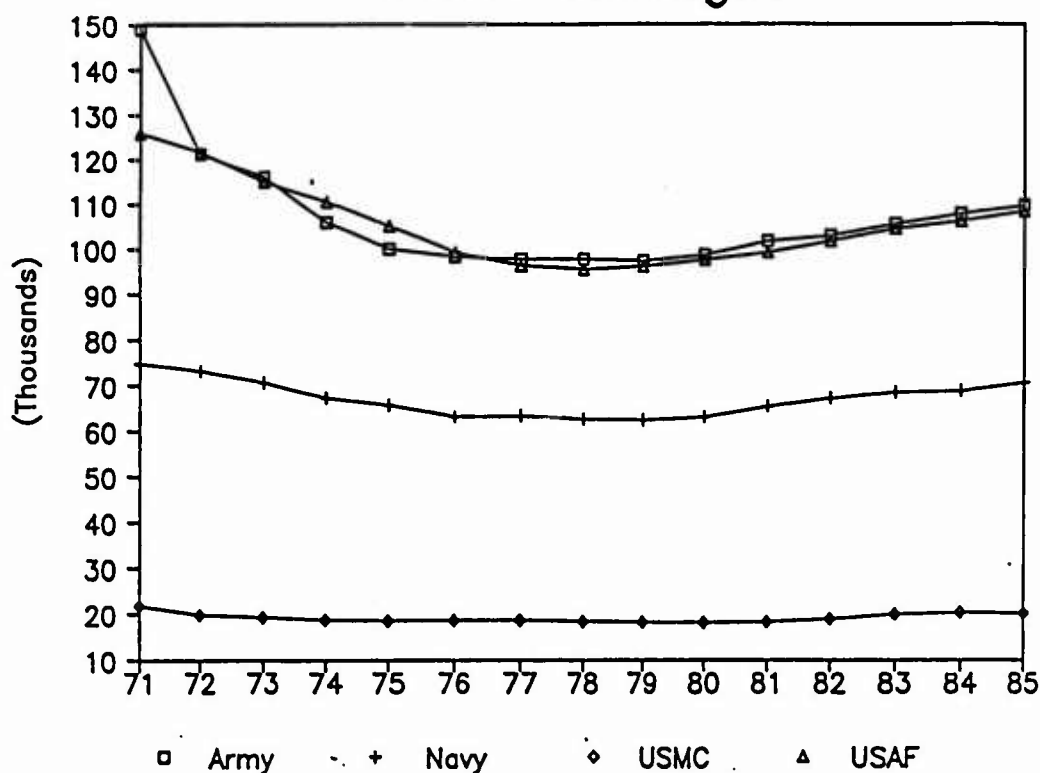


FY1984



SOURCE: DMDG ADMINISTRATIVE DATA

Figure 3.9
Officer Strength

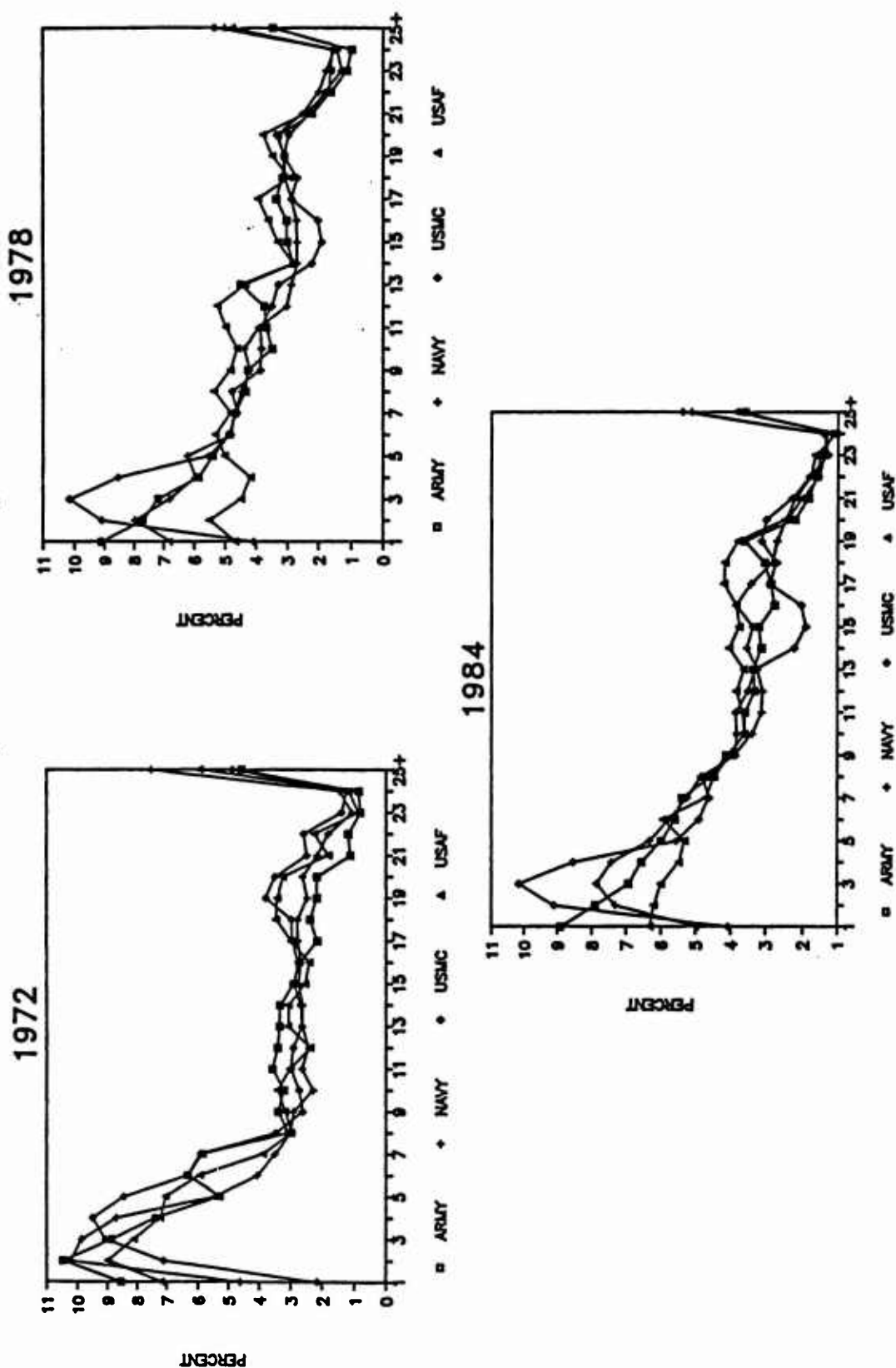


SOURCE: DOD SELECTED MANPOWER STATISTICS

Because the officer corps have never relied on a large number of junior conscripts, its YOS has been remarkably stable over time. Further, because officer careers are regulated (i.e. the proportion of the force at each pay grade level is set) by statute rather than Service policies, the pattern across the four Services is quite similar (Figure 3.10), particularly for pay grades 04-06.

With a few exceptions, the general pattern for officer experience has been to have 30 percent of the force with 5 YOS or less, with the remainder spread rather evenly over the remaining years. The plotted lines for both the Air Force and the Marine Corps have peaks in the 18-20 year point in 1972 but not in the later years. The line for the Marines has higher peaks at the 2 to 5 YOS points and is lower at the 14-18 YOS points than the other Services in both 1978 and 1984.

Figure 3.10
Officer Experience by YOS



SOURCE: DMDG ADMINISTRATIVE DATA

In each pay grade for officers, the average YOS are similar when looked at either across Services at one point in time or over time for the individual Services (data not shown). For the most part, this similarity is caused by the statutory requirements for officer force management which dictates the proportions at each pay grade level.

3.4 Summary

This chapter has presented an initial profile of military manpower and personnel. Among the major conclusions are:

- Total force size has remained relatively stable in the post-Vietnam period. Historically, force size has peaked in wartime and dropped thereafter;
- In the volunteer environment, average experience of enlisted personnel has increased, with fewer in the lower pay grades;
- The numbers of officers and their distribution by years of service has remained more stable;
- Enlisted pay grade structure has shifted toward higher pay grades in the post-conscription period, reflecting improved retention and success in building a more experienced force.

4. PERSONAL AND FAMILY CHARACTERISTICS OF MILITARY MEMBERS

4.1 Introduction

This chapter presents data on the personal characteristics and household composition of the men and women in the military. These data contribute to our understanding of the individuals that currently serve in the Armed Forces and provide insight into the concerns and issues that affect members' performance and career decisions. Although information on some of these characteristics is available from administrative records, it is useful to have presentations from the survey data so that comparisons within a single data source may be made. As indicated in an earlier chapter, differences between the results presented here and other published data are due to the exclusion of new entrants, individuals with less than 10 months of service, and the differences in timing of data collections.

First, we present age, sex and racial/ethnic data from the 1985 Member Survey. Next, we examine current educational levels of enlisted personnel and officers and their recent use of military tuition assistance. Finally, we examine the marital status (current and at entry to military service) and household composition of military members. Special attention is given to dual-military career couples. The 1985 Member Survey data are compared to 1978/79 DoD Survey data.

4.2 Personal Background of Enlisted Personnel and Officers

4.2.1 Age Composition

Age was strongly correlated with other variables of interest, such as pay grade, year of service, marital status, and household composition. Table 4.1 presents data on age at the time of the survey by sex and Service for enlisted personnel. Table 4.2 presents these data for officers.

Table 4.1
Age by Sex and Service for Enlisted Personnel

Sex/Age	Army	Navy	Marine Corps	Air Force	DoD
Males					
17 - 21	27%	23%	39%	18%	24%
22 - 26	31	37	34	35	34
27 - 31	19	17	14	19	18
32 - 36	12	12	8	15	13
37 or older	11	11	5	13	11
Median	24.7	24.7	22.6	25.6	24.7
Females					
17 - 21	25%	25%	37%	20%	24%
22 - 26	43	45	43	44	44
27 - 31	20	20	15	25	22
32 - 36	9	8	4	9	8
37 or older	3	2	1	2	2
Median	23.9	23.8	22.6	24.4	24.0

Source: 1985 Member Survey

About three enlisted men in five were less than 27 years old; one in four was 32 years old or older. The median age of enlisted men was 24.7 years. The age distributions of enlisted men in the Army and the Navy were very similar to one another and to DoD overall. Enlisted men in the Marine Corps were younger. Their median age was 22.6; three-fourths were less than 27, and only about one in ten was 32 or older. Air Force enlisted men were older, with a median age of 25.6; only about half were less than 27, and almost three in ten were 32 or older.

Enlisted women were generally younger than enlisted men. Their median age of 24.0 was almost one year younger than the median age for enlisted men. About two-thirds were less than 27, and only 10 percent were 32 or older.

The pattern among the Services was similar to that observed for men. The age distributions for enlisted women in the Army and Navy were very similar to one another and to that for DoD overall. Enlisted women in the Marine Corps were younger. Eighty percent were less than 27; only 5 percent were 32 or older. Enlisted women in the Air Force tended to be older, with 64 percent under 27.

Table 4.2
Age by Sex and Service for Officers

Sex/Age	Army	Navy	Marine Corps	Air Force	DoD
<u>Males</u>					
17 - 21	0%	0%	0%	0%	0%
22 - 26	15	19	23	15	16
27 - 31	24	26	28	22	24
32 - 36	22	22	20	22	22
37 or older	39	33	29	40	37
Median	33.6	32.3	30.9	33.7	33.1
<u>Females</u>					
17 - 21	0%	0%	0%	0%	0%
22 - 26	28	22	31	31	28
27 - 31	32	40	32	35	35
32 - 36	23	25	22	20	22
37 or older	17	13	15	15	15
Median	29.4	29.5	29.0	28.9	29.2

Source: 1985 Member Survey

As would be expected, officers were older than enlisted personnel (Table 4.2). The median age of male officers, overall, was 33.1; the median age of female officers was 29.2. Male officers in the Marine Corps, again, tended to be younger and male officers in the Air Force tended to be somewhat older than those in the other Services. Female officers were an average of four years younger than male officers. This age difference was greater than that observed for enlisted personnel.

One would expect some aging of the force as retention rates improve. Figures 4.1 through 4.4 compare the age profiles of men and women in the Services from the 1985 Member Survey to age profiles from the 1978/79 DoD Survey. Figure 4.1 shows the age distribution of enlisted men changed only slightly between the spring of 1979 and March 1985 although, with the exception of the Air Force, there is a clear aging of the force. Figure 4.2 more clearly shows that enlisted women surveyed in March of 1985 were older than those surveyed in the spring of 1979 in each of the Services.

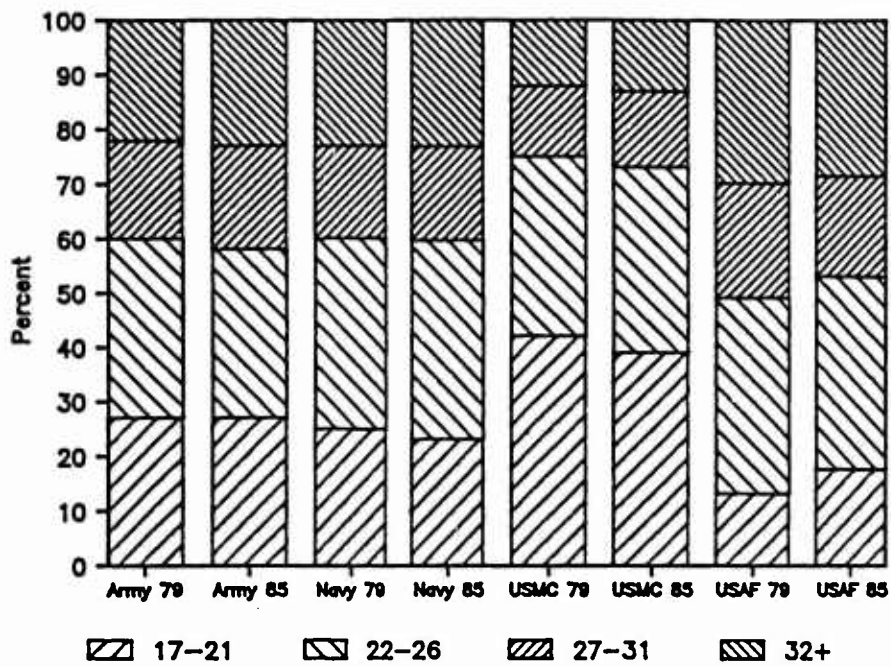
In 1979, a little more than one-third of enlisted women in the Army were 17 to 21 years old. By 1985, only about 25 percent of the Army's enlisted women were in this youngest age group. There was a concomitant increase in enlisted women 27 years old or older in the Army from about 20 percent to about 33 percent in the same period. The other Services generally showed the same pattern of change--a decrease in the proportion in the youngest age group together with an increase in the proportions of enlisted women 27 years old and over.

Figures 4.3 and 4.4 for male and female officers, respectively, show that officers as a group aged somewhat over the period between the surveys. Among male Army officers, the proportion under 27 years of age decreased from about one-fifth to about one-seventh, while the proportion 37 years old or older increased from about one-third to about two-fifths. This general pattern of change was seen for the Navy and Marine Corps as well. Evidence of aging is best seen for the Air Force (whose officers were somewhat older than those in other Services) by comparing the age categories "27 - 31" (which decreased from about 27 percent to about 22 percent) and "37+" (which increased from about 35 percent to about 40 percent).

Female officers as a group appeared to have aged more than male officers. Since female officers tend to be younger than male officers, the change can best be seen by comparing the youngest age category (less than 27) and categories in the middle of the range (e.g., 32 - 36). In the Army, the

Figure 4.1

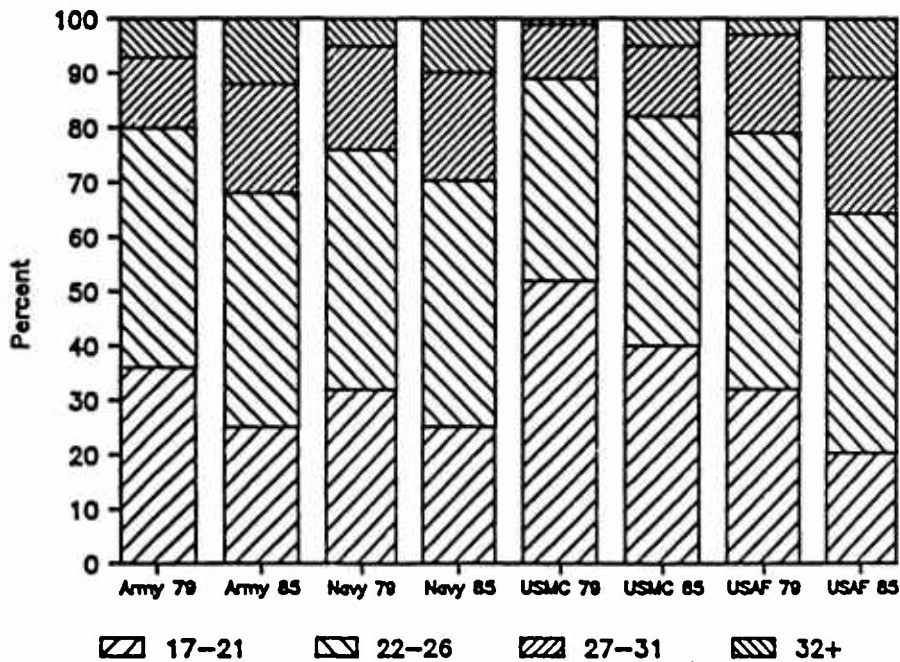
Age of Enlisted Males by Service



Source: 1978/79 DoD Survey and 1985 Member Survey

Figure 4.2

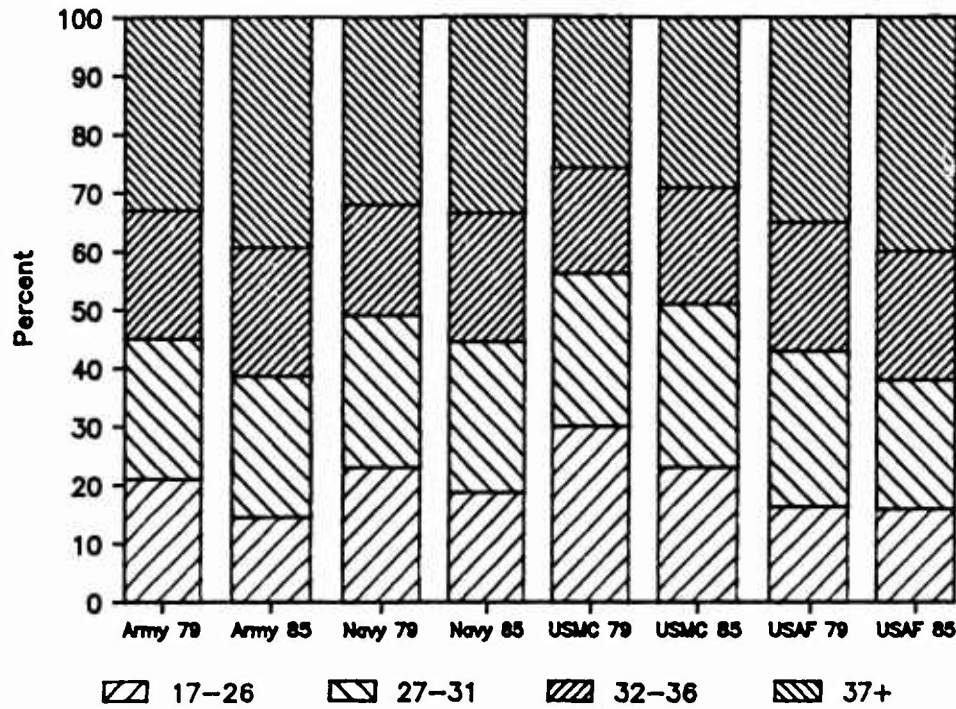
Age of Enlisted Females by Service



Source: 1978/79 DoD Survey and 1985 Member Survey

Figure 4.3

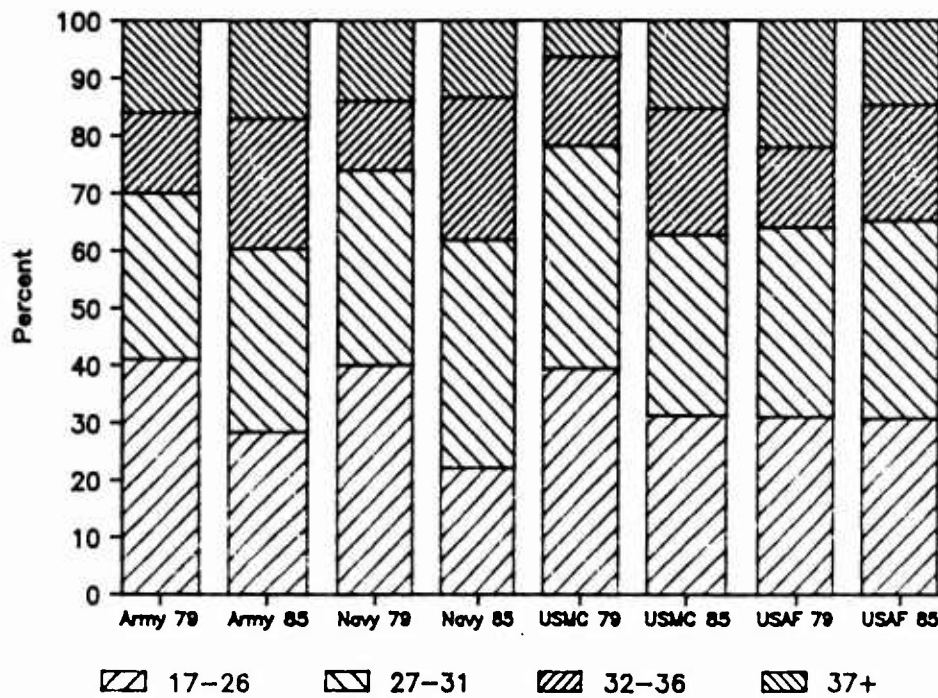
Age of Male Officers by Service



Source: 1978/79 DoD Survey and 1985 Member Survey

Figure 4.4

Age of Female Officers by Service



Source: 1978/79 DoD Survey and 1985 Member Survey

proportion of female officers under 27 years of age decreased from 41 to 28 percent between 1979 and 1985, while the proportion in the 32-36 age group increased from 14 to 23 percent.

This general pattern appears for the other Services as well. In the Marine Corps, there was an increase in the proportion of women 37 years of age or older (from 6 to 15 percent) as well as in the proportion between 32 and 36 (from 15 to 22 percent). In the Air Force, there was no apparent decline in the proportions of women in the younger age groups; however, the proportion 32 to 36 years old increased while the proportion 37 years old and older decreased.

4.2.2 Sex Composition

As noted earlier, the military is predominantly male. This is clearly seen in Table 4.3 which presents data on sex by Service from the 1985 Member Survey.

Table 4.3

Sex by Service for Enlisted Personnel and Officers

	Army	Navy	Marine Corps	Air Force	DoD
<u>Enlisted Personnel</u>					
Male	90%	91%	95%	89%	91%
Female	10%	9%	5%	11%	9%
<u>Officers</u>					
Male	90%	90%	96%	90%	90%
Female	10%	10%	4%	10%	10%

Source: 1985 Member Survey

Ten percent of all officers and nine percent of all enlisted personnel who served 10 or more months on active duty were women. For both groups, only the Marine Corps differed substantially from this. About 4 percent of officers and 5 percent of enlisted personnel in the Marine Corps were

women. The Air Force had a higher proportion of enlisted women (about 11 percent), but this difference was small in substantive terms.

The dramatic increases in the number of women in the Armed Forces in recent years are shown in Figures 4.5 and 4.6 for enlisted personnel and officers, respectively. The greatest proportional increases since the 1978/79 DoD Survey were for Navy enlisted women (from approximately five to approximately nine percent) and for Marine Corps enlisted women (from approximately three to approximately five percent). Overall, women increased from about seven percent of the enlisted force to about nine percent.

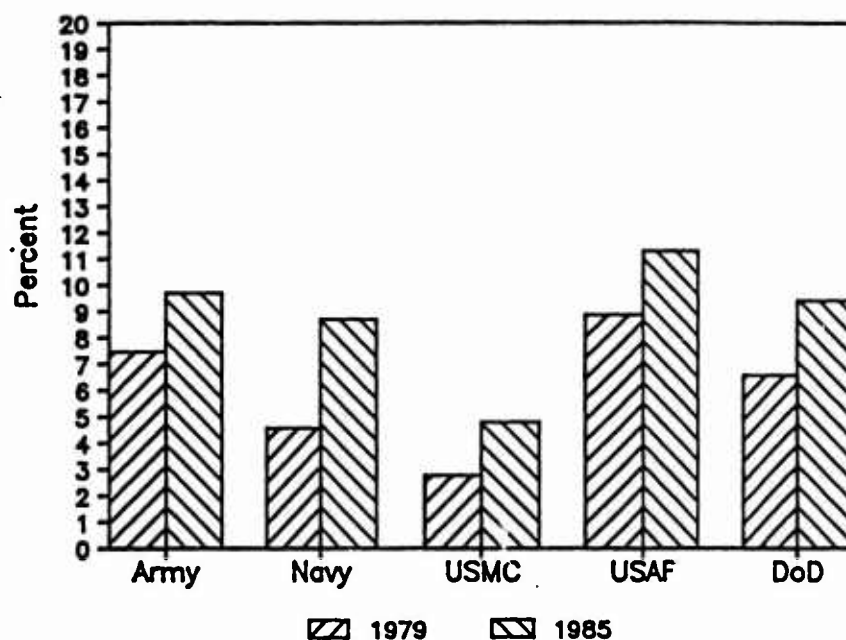
The change observed for officers, overall, was very similar to the changes for enlisted personnel. The proportions of female officers increased from about 7 to 9 percent in the Army and Navy; from 4 to 5 percent in the Marine Corps; and from 7 to 10 percent in the Air Force.

4.2.3 Racial/ethnic Composition

The military is widely regarded as an important avenue of economic advancement by minorities. In 1985, about one-third of all enlisted personnel (with 10 or more months on active duty) and about one-tenth of all officers were members of minority groups. Figures 4.7 and 4.8 show the proportions in major racial/ethnic groups by Service for enlisted personnel and officers, respectively. About two-fifths of the Army's enlisted personnel were minorities--28 percent Black, 9 percent Hispanic, and 5 percent other minorities. Almost one-third of the enlisted personnel in the Marine Corps were minorities--12 percent Black, 10 percent Hispanic, 4 percent other. About one-fourth of the enlisted personnel in the Navy and in the Air Force were minorities--12 to 15 percent Black, 6 to 7 percent Hispanic, and 4 to 7 percent other.

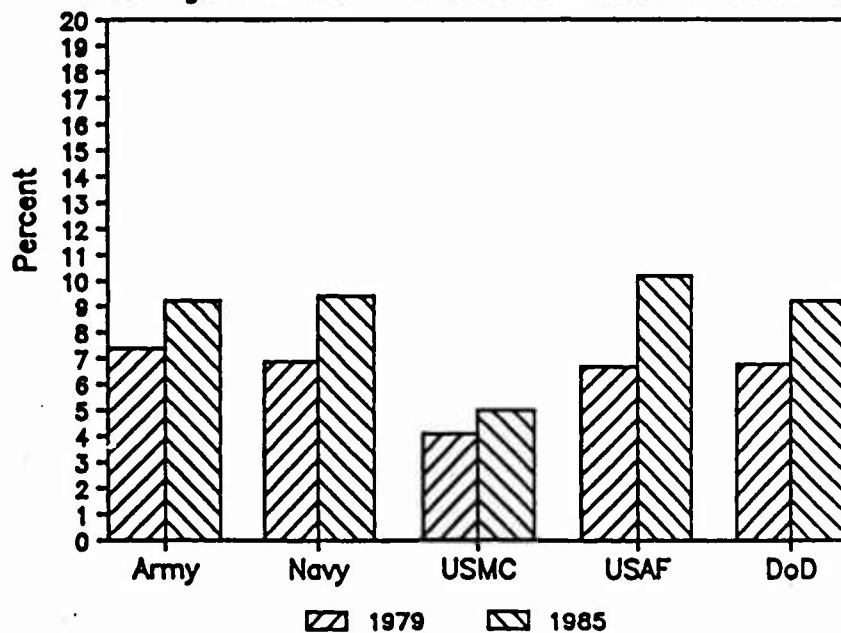
The racial/ethnic composition of the officers varied less between Services than did the racial/ethnic composition of enlisted personnel. Fifteen percent of Army officers were minorities (with 9 percent Black, 3 percent Hispanic, and 3 percent other). Seven to 10 percent of officers in the

Figure 4.5
Percentage of Enlisted Personnel Who Were Female in 1979 and 1985



SOURCE: 1978/79 DOD SURVEY AND 1985 MEMBER SURVEY

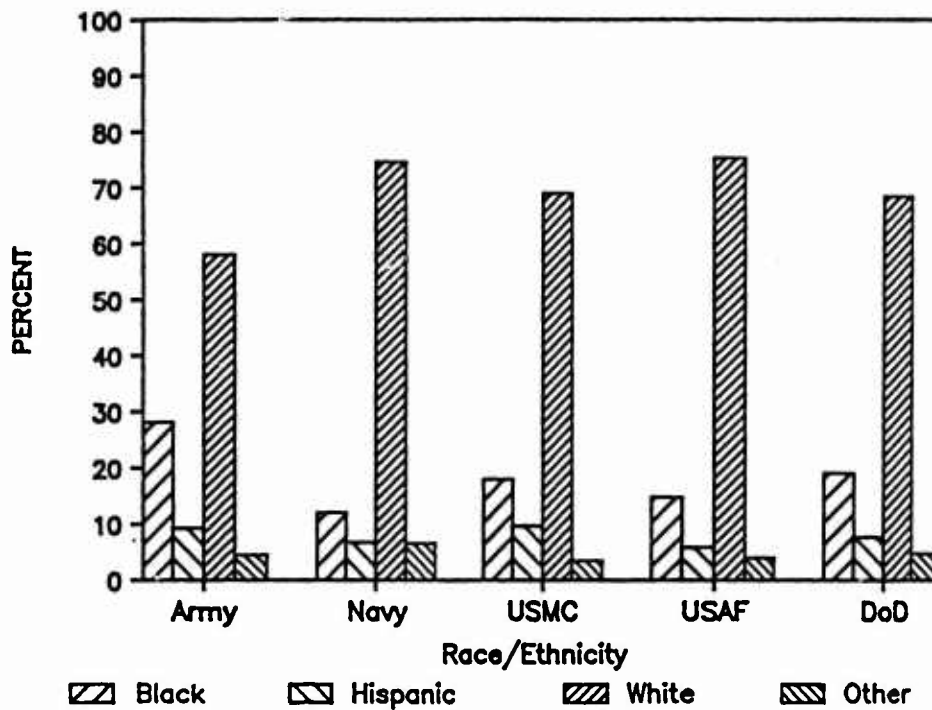
Figure 4.6
Percentage of Officers Who Were Female in 1979 and 1985



SOURCE: 1978/79 DOD SURVEY AND 1985 MEMBER SURVEY

Figure 4.7

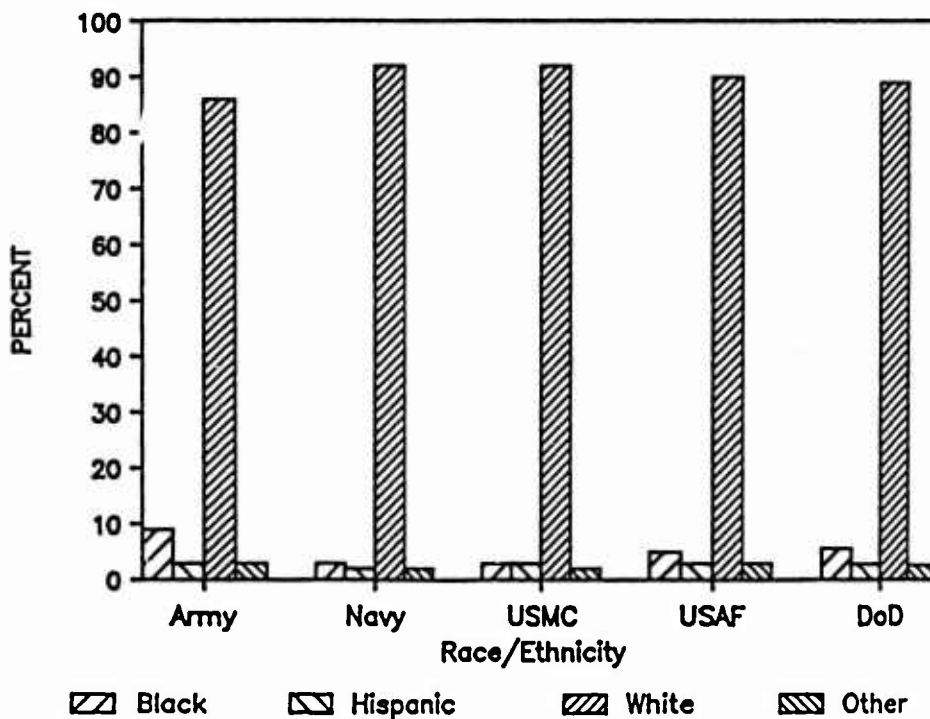
Race/Ethnicity of Enlisted Personnel in 1985



Source: 1985 Member Survey

Figure 4.8

Race/Ethnicity of Officers in 1985



Source: 1985 Member Survey

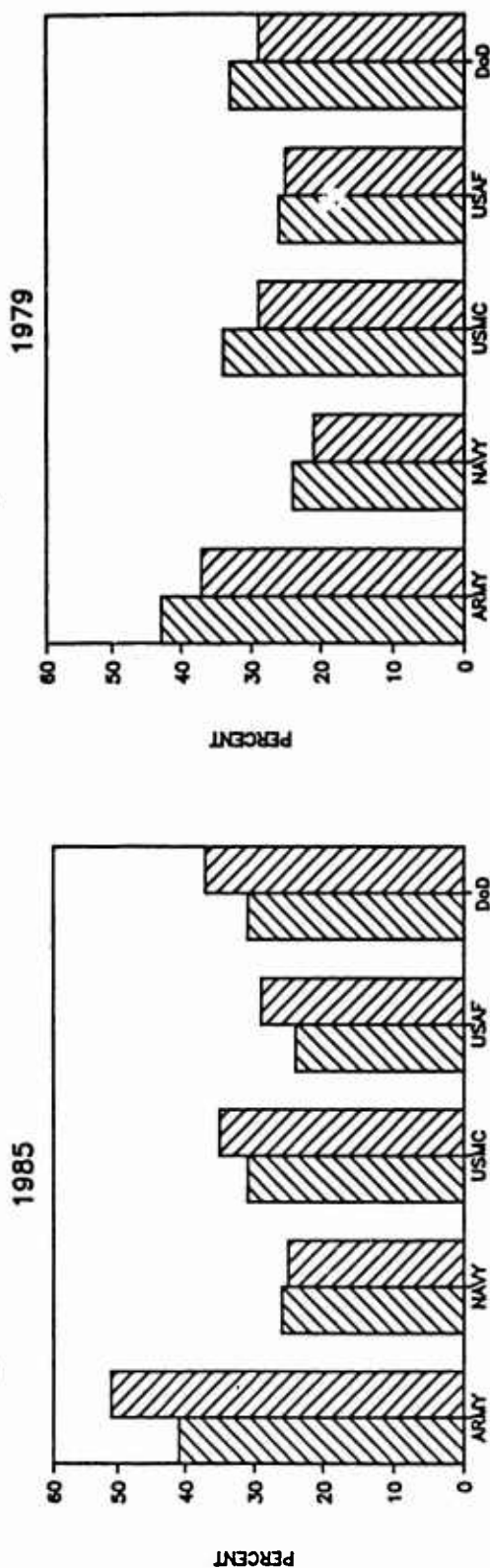
other Services were minorities: 3 to 5 percent were Black, 2 to 3 percent were Hispanic, and 2 to 3 percent were other minorities.

The proportions of minorities among both officers and enlisted personnel have increased in recent years. The proportion of active-duty women who are minority group members has generally increased more than the proportion of active-duty men who are minority group members. This suggests that minority females have been joining the military at a higher rate than minority males and/or that minority females are being retained at a higher rate. Examination of the data makes it clear that the Services are holding their own, and perhaps improving, in their ability to attract and retain minority women.

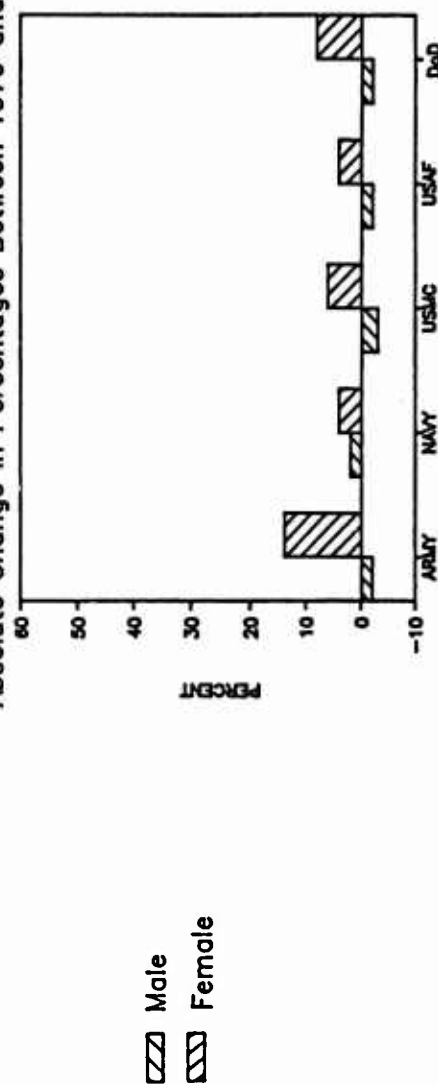
Figure 4.9 shows the proportions of enlisted men and women in each Service who were minority group members in 1985 and 1979 and the change in those proportions between those years. In 1985, 31 percent of all enlisted men and 37 percent of all enlisted women belonged to racial or ethnic minority groups. The Army had higher proportions of both minority enlisted men (41 percent) and women (51 percent). In the Marine Corps, the proportions of minority men and women were similar to the average for the force overall; about one-third of both enlisted men and women in the Marine Corps belonged to minority groups. About one-fourth of the enlisted men and women in the Navy and Air Force were minority group members. Except for the Army, there were only minor differences between the Services in the percentages of enlisted men and women who were minorities. Enlisted women in the Army, however, were more likely to be minorities than enlisted men.

Figure 4.9 also shows the absolute change in percentages of enlisted personnel who were minorities between 1979 and 1985. The percentage of minorities declined somewhat (two or three percentage points) for enlisted men in the Army, Marine Corps, and Air Force; it increased somewhat in the Navy. The percentage of enlisted women who were minorities increased substantially. The largest change appeared for the Army where there was an increase of 14 percentage points in the proportion of enlisted women who were minority group members--from 37 percent in 1979 to 51 percent in 1985. Comparable increases in the other three Services were small, ranging from four to six percentage points.

Figure 4.9
Percentage of Enlisted Personnel Who Were Minorities by Sex for 1979 and 1985



Absolute Change in Percentages Between 1979 and 1985



Source: 1978/79 DoD Survey and 1985 Member Survey

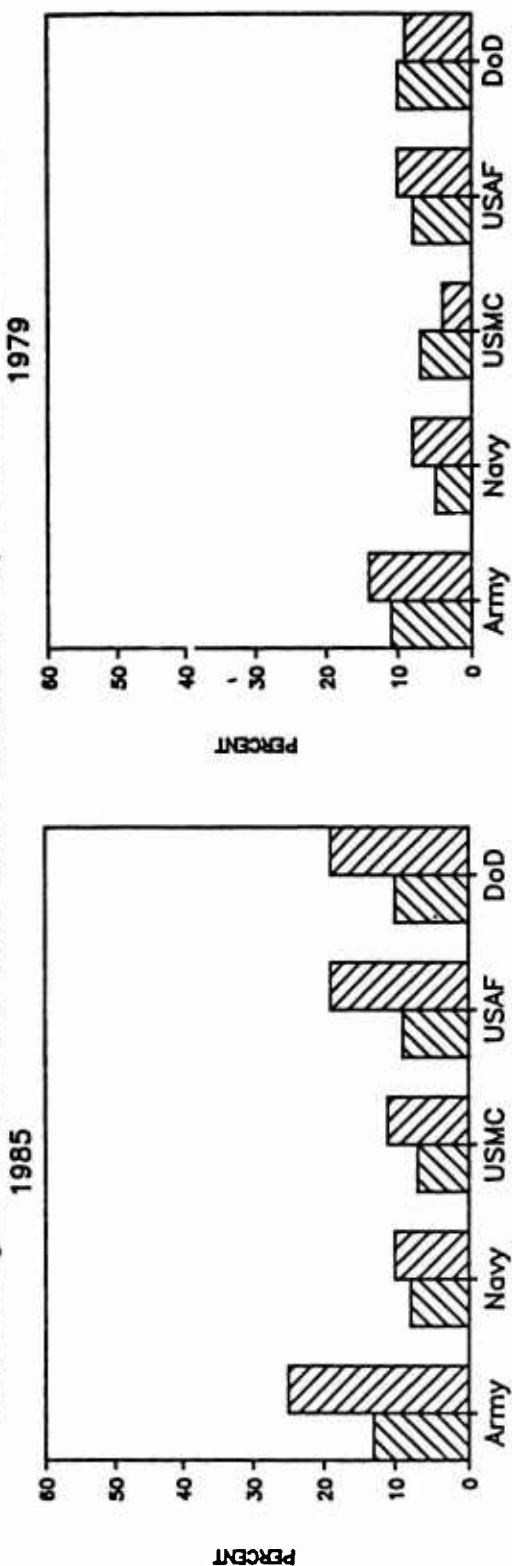
Figure 4.10 shows data for officers. About one-fifth of female officers, overall, were minority group members compared with about one-tenth of male officers. Female Army officers were, again, more likely than their male counterparts to belong to a minority group: one-fourth of female Army officers were from minority groups compared to about one-tenth of male Army officers. The pattern among Air Force officers was similar: one-fifth of female Air Force officers were minorities compared with one-tenth of male Air Force officers. There were only minor differences in the percentages who were minorities by sex for Navy officers and Marine Corps officers. Figure 4.10 also shows the comparable data from the 1978/79 DoD Survey and the change in the percentage who were minorities that occurred for officers between the spring of 1979 and the spring of 1985. The changes for minority male officers of the individual Services were very small. For minority female officers, there was an overall increase of 10 percentage points (from nine percent in 1979 to 19 percent in 1985) and similar increases in the Army (from 14 to 25 percent) and Air Force (from 10 to 19 percent). Differences in the percentages who were minorities for female officers in the Navy and Marine Corps were minor.

4.3 Education and Use of Educational Benefits

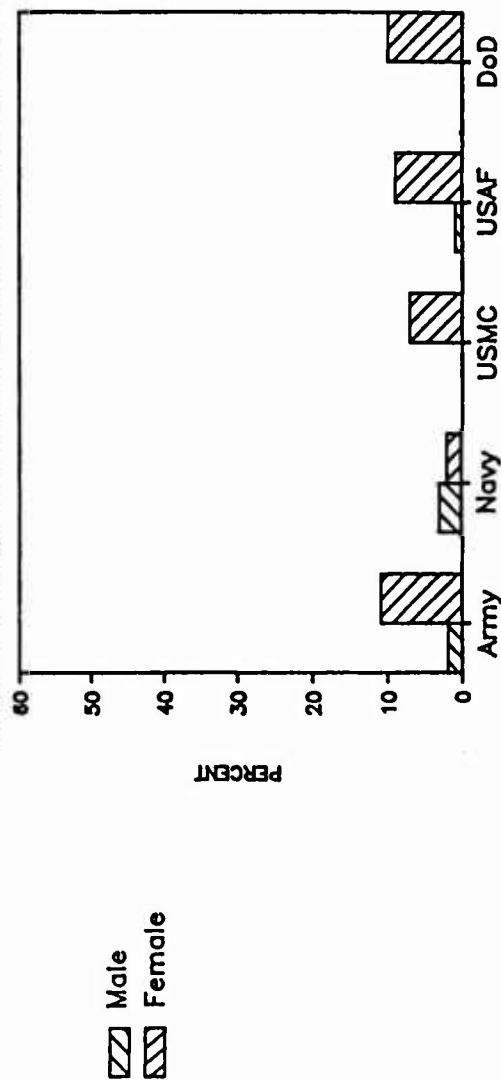
The substantial number and growth of technological occupations in the Services make recruiting and retaining well educated personnel more important than in the past. The desired educational requirement for enlisted personnel is high school graduation. For officers, it is completion of a college degree. Data from the survey indicate that the Services have succeeded in meeting these requirements. Indeed, their recent success rates are better than those of the late 1970's.

Figure 4.11 shows, by Service, the percentage of enlisted personnel who had completed at least 12 years of education in the spring of 1985 compared to the spring of 1979. Although these proportions were quite high in 1979 (ranging from 92 to 99 percent for the individual Services), by 1985 at least 96 percent in each Service had at least a high school education.

Figure 4.10
Percentage of Officers Who Were Minorities by Sex for 1979 and 1985



Absolute Change in Percentages Between 1979 and 1985

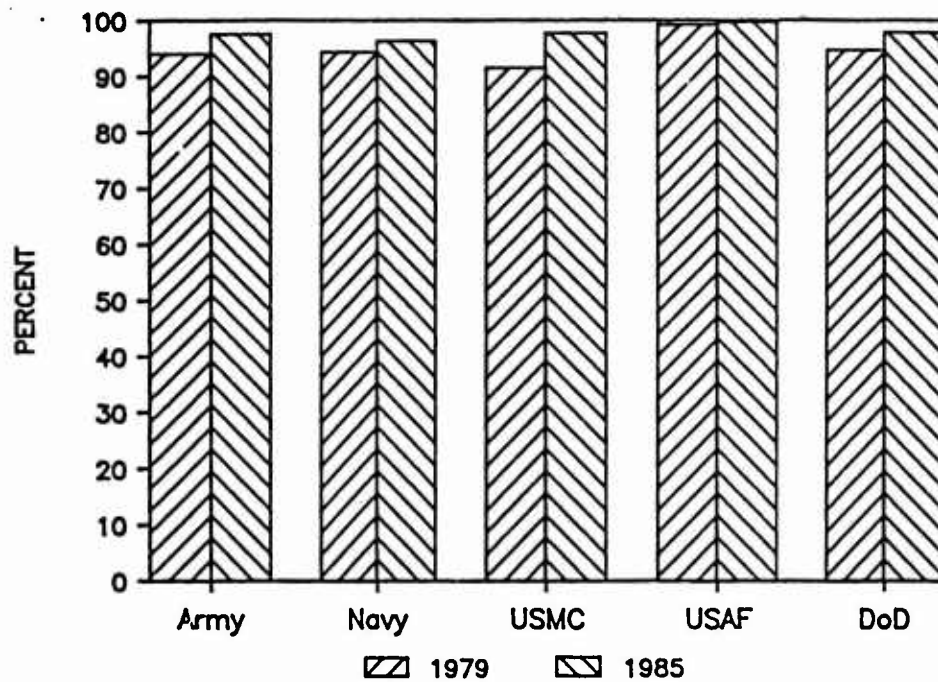


Male
 Female

SOURCE: 1978/79 DOD SURVEY AND 1985 MEMBER SURVEY

Figure 4.11

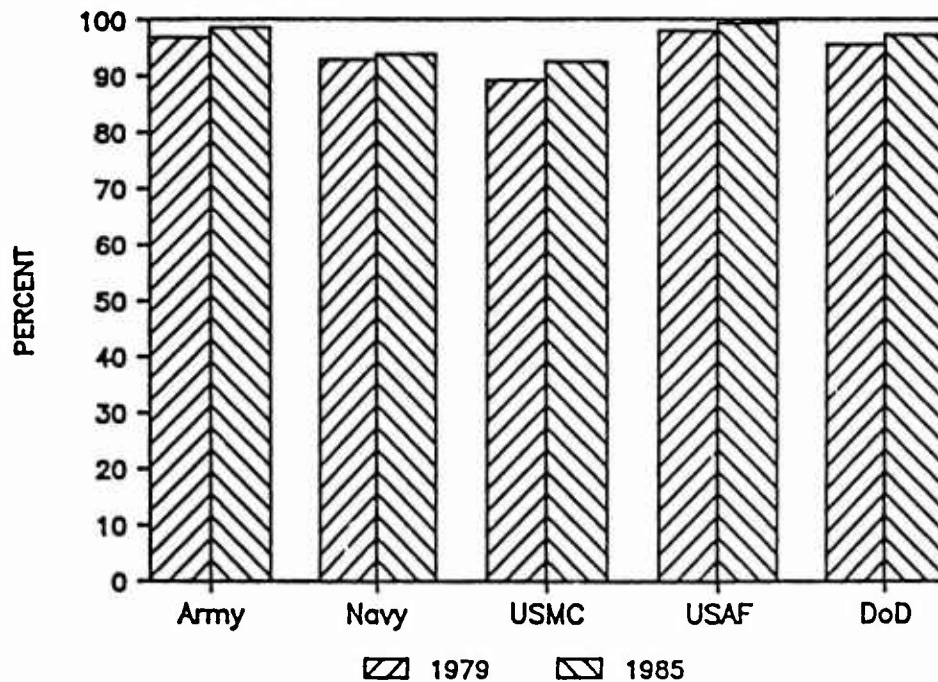
Enlisted Personnel with at Least 12 Years of Education in 1979 and 1985



SOURCE: 1978/79 DOD SURVEY AND 1985 MEMBER SURVEY

Figure 4.12

Officers with at Least Four Years of College in 1979 and 1985



SOURCE: 1978/79 DOD SURVEY AND 1985 MEMBER SURVEY

Overall, 98 percent of the enlisted force had this minimum education. For the Army the figure was 97 percent, for the Navy 96 percent, and for the Marine Corps 98 percent. Virtually all enlisted personnel in the Air Force had at least a high school education.

Figure 4.12 shows, by Service, the percentage of officers who had completed at least four years of college in the spring of 1985, again compared to 1979. We see that the officers' educational level, as the enlisted personnel's, was quite high in 1979, with 89 to 98 percent of officers in the individual Services having at least completed college. Nevertheless, by 1985 officers' education had also improved. Overall 97 percent of the officers had completed at least four years of college--99 percent of Army officers, 94 percent of Naval officers, 93 percent of Marine Corps officers, and 99 percent of Air Force officers.

In-service educational programs are used by the Services to recruit and retain highly qualified personnel. In-service educational benefits permit military personnel to continue their educations while on active duty. In the 1985 Member Survey, respondents were asked whether they had attended a civilian school in 1984 (the year before the survey). The response categories allowed them to indicate the need for and use of military tuition assistance:

- No, was not interested
- No, could not get tuition assistance for the program I wanted
- No, due to conflict with work schedule
- No, for personal reasons
- Yes, attended at own expense
- Yes, attended at Service expense
- Yes, attended partially at own expense, partially at Service expense

Table 4.4 presents data from these responses on civilian school attendance in 1984 and on need for and use of tuition benefits.

Table 4.4
1984 Civilian School Attendance by Service for Enlisted
Personnel and Officers

	Army	Navy	Marine Corps	Air Force	DoD
<u>Enlisted Personnel</u>					
Attended in 1984	18%	14%	17%	27%	19%
Had (some) tuition assistance	(16)	(11)	(13)	(24)	(17)
Did not attend--no tuition assistance	2	1	1	1	1
Did not attend--other reasons	80	85	82	72	79
<u>Officers</u>					
Attended in 1984	20%	14%	19%	26%	21%
Had (some)tuition assistance	(13)	(7)	(11)	(18)	(13)
Did not attend--no tuition assistance	1	1	0	0	1
Did not attend--other reasons	79	85	81	74	79

Source: 1985 Member Survey

About one-fifth of the force attended civilian schools in 1984. The attendance rate was virtually the same for enlisted personnel and officers: 19 percent of enlisted personnel and 21 percent of officers attended school. The individual Services differed little from this average rate, although the Air Force rate was higher and the Navy rate lower than the overall rate. Civilian school attendance for the individual Services ranged from 14 to 27 percent.

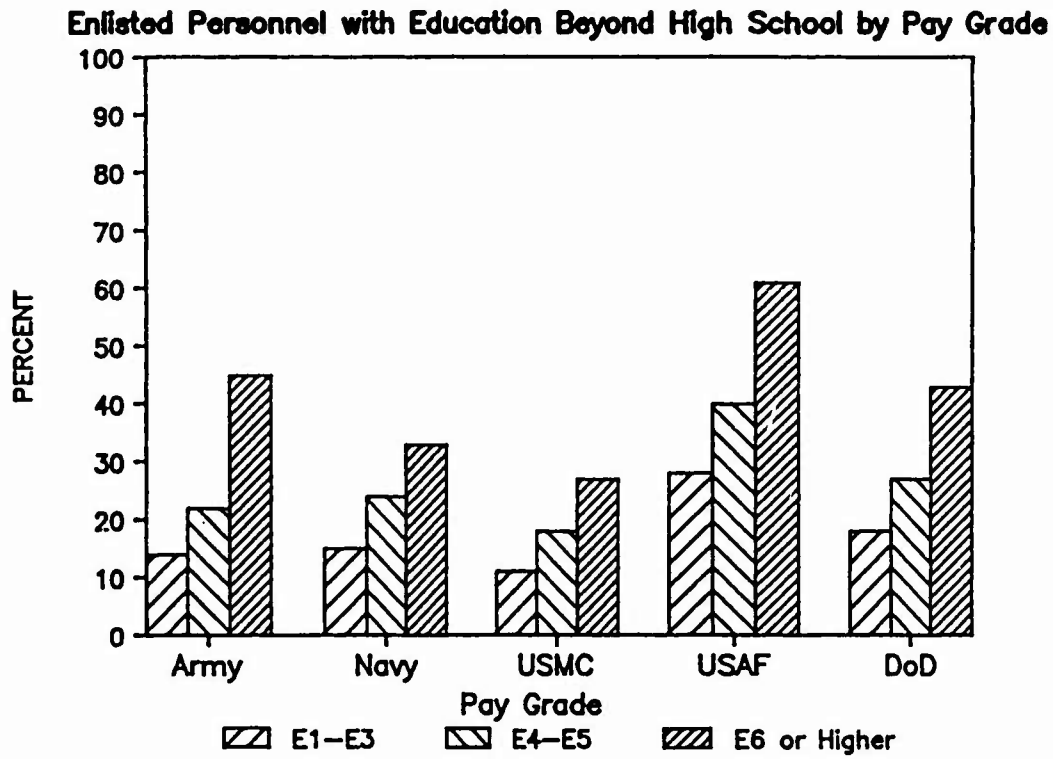
Nearly all enlisted personnel who attended civilian school in 1984 used military educational benefits, such as the Tuition Assistance Program, the Veteran's Educational Assistance Program (VEAP), or the new G.I. Bill, to pay some or all the cost of this schooling. Overall, 17 percent of enlisted personnel (or about nine in ten of those attending school) said they had attended wholly or partly at Service expense. There was little difference among the Services in this regard. Officers were less likely than enlisted personnel to use tuition benefits (and, thus, more likely to have attended school entirely at their own expense). Overall, thirteen percent of officers (or about six in ten of those attending school) had military assistance in paying for some or all the costs. Again, the individual Services differed little from this average.

Officers obtaining tuition benefits from the Tuition Assistance Program are faced with a two-year Service obligation or "payback" requirement which may account, at least partially, for their being less likely than an enlisted personnel to use military tuition benefits. Upon completion of a civilian course or educational program for which Tuition Assistance Program benefits are used, an officer is obligated to continue military service for two years. Those failing to complete this two-year service obligation must pay back the benefits received. Enlisted personnel incur no service obligation by using military educational benefits.

It is noteworthy that very few military personnel cited lack of tuition assistance as a reason for not having attended civilian school in 1984. Only about one percent of either officers or enlisted personnel said they did not attend because they could not get tuition assistance.

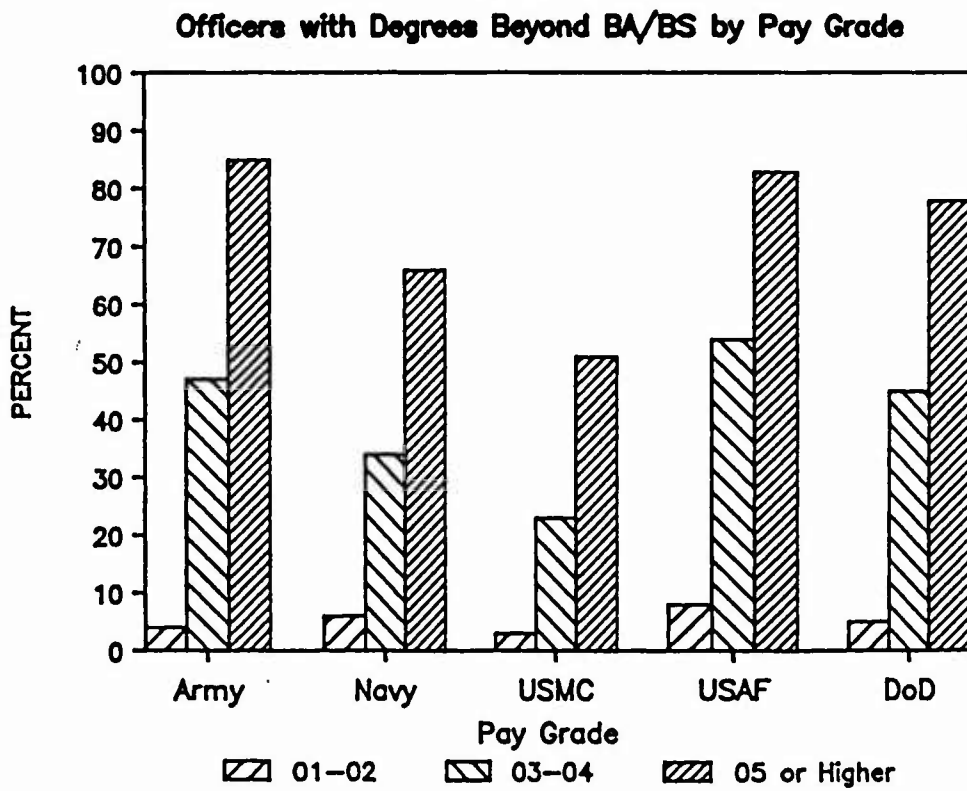
Figures 4.13 and 4.14 show the percentages of personnel with education beyond the minimum requirements by pay grade for enlisted personnel and officers, respectively.

Figure 4.13



SOURCE: 1985 MEMBER SURVEY

Figure 4.14



SOURCE: 1985 MEMBER SURVEY

In Figure 4.13, we see that the proportions of enlisted personnel who had completed education beyond high school increased substantially as pay grade increased. Fully two-fifths of the most experienced enlisted personnel (those in pay grades E-6 or higher) completed some education beyond high school graduation (nearly all some years of college) compared to one-fifth of the least experienced (pay grades E1 to E3) and one-fourth of those in the middle pay grades (E4 and E5). Personnel in each of the Services displayed this pattern of increased educational levels with increased military experience. There was some variation among the Services in proportions completing higher education by the time they had reached the higher pay grades, from just over one-fourth in the Marine Corps to about three-fifths in the Air Force. In each Service, the proportion of enlisted personnel with higher education in the higher pay grades was at least double that for the lower pay grades.

This pattern of increasing education with increased pay grade was even more pronounced among officers, as shown in Figure 4.14. Nearly four-fifths of officers in pay grades O5 or higher had completed a degree beyond the bachelor's, compared with fewer than one-tenth in the entry level pay grades, O1 and O2, and two-fifths in the middle pay grades, O3 and O4. There was variation among the Services in the proportions completing higher degrees by the time they had reached pay grade O5 or higher from about half of Marine Corps officers, to two-thirds of Naval officers, to four-fifths of Army and Air Force officers. At these higher pay grades the majority in each Service who were retained had earned a higher degree.

4.4 Immediate Families of Military Members

The majority of the force was married, and many had children. These facts present both opportunities and problems for the Services and for the members themselves. On the one hand, a married force and one with families may be more stable and mature, possibly presenting fewer difficulties of motivation and discipline. On the other, married members and their families are heavy consumers of services and benefits provided by the Services, and members' concern for the safety and welfare of their families in wartime may reduce their

effectiveness in military operations. In this section, we present basic data on the composition of members' immediate families: their marital status at entry and currently and dependent children. We also present basic data on a type of family increasingly present in all of the Services, the dual-military career couple.

4.4.1 Marital Status

Figures 4.15 and 4.16 show the marital status of enlisted personnel and officers, respectively, when they entered the force. The great majority of enlisted personnel had never married when they first joined the service (usually within a year or two of high school graduation). Over four-fifths of those in the Army and Air Force had never married, as had nine in ten of those in the Navy and Marine Corps. About one-sixth of those in the Army and Air Force, and about half that proportion in the Navy and Marine Corps, were married at entry. Very few were widowed, divorced, or separated. Officers tended to be older than enlisted personnel at service entry (usually following college graduation) and, therefore, were more likely to be married. One-third of Army and Air Force officers were married at entry, as were one-fifth of Naval and Marine Corps officers. Nearly all the remainder had never married.

The majority of military members married while in the Armed Forces; some marriages were broken. Nearly 60 percent of all enlisted personnel were currently married (as shown in Figure 4.17), while about 8 percent were widowed, divorced or separated. The remaining one-third had never married.

The Services differed in the age structure of their enlisted forces. As described at the beginning of this chapter, enlisted personnel in the Marine Corps tended to be younger than those in the other Services. In the Air Force they were older on the average; in the Army and Navy, they were somewhere in between. It is not surprising, therefore, to see that the enlisted personnel in the various Services

Figure 4.15
Marital Status at Entry of Enlisted Personnel

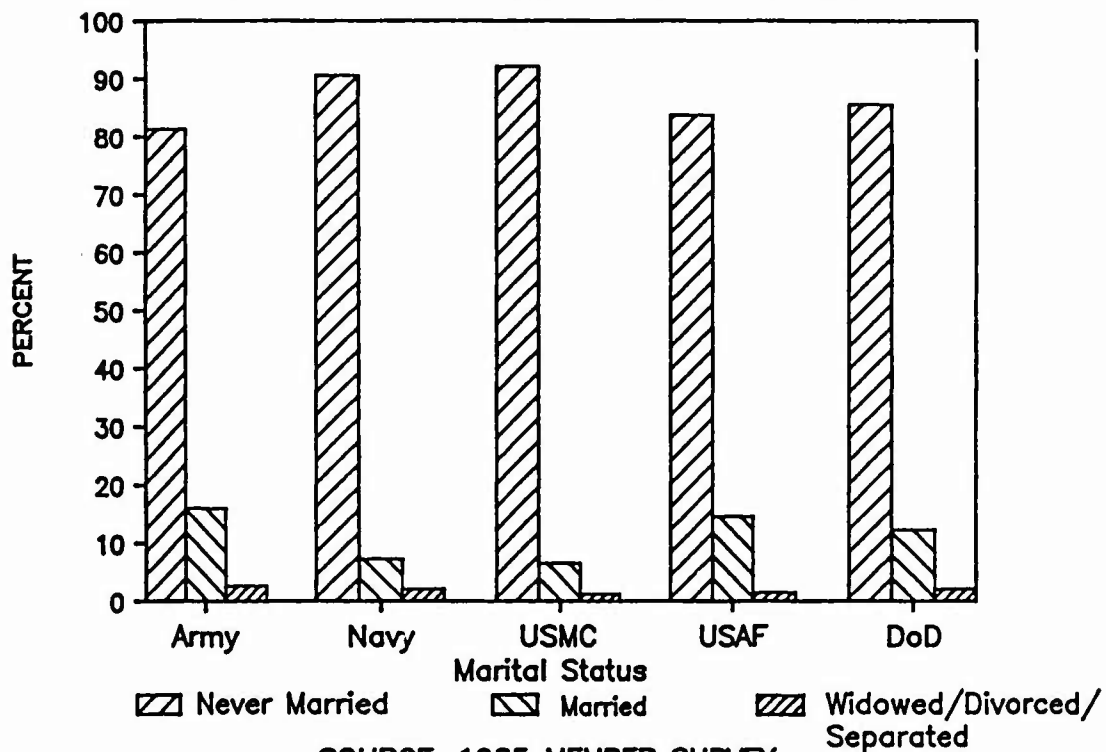


Figure 4.16
Marital Status at Entry of Officers

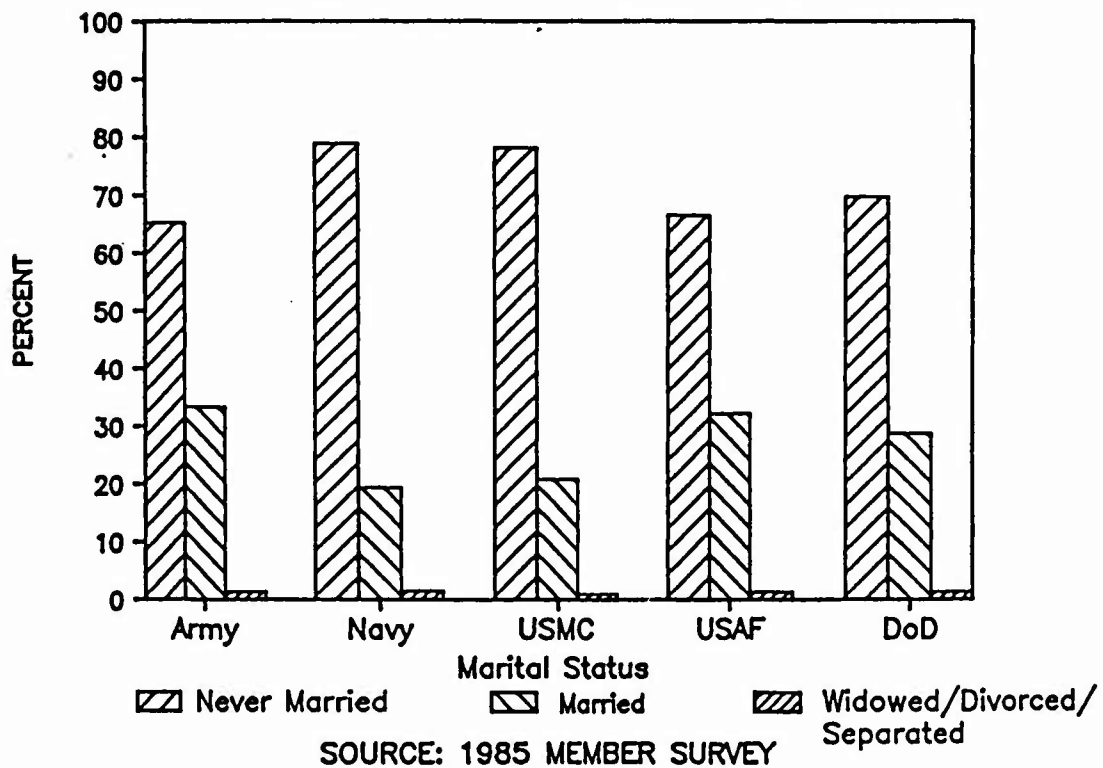
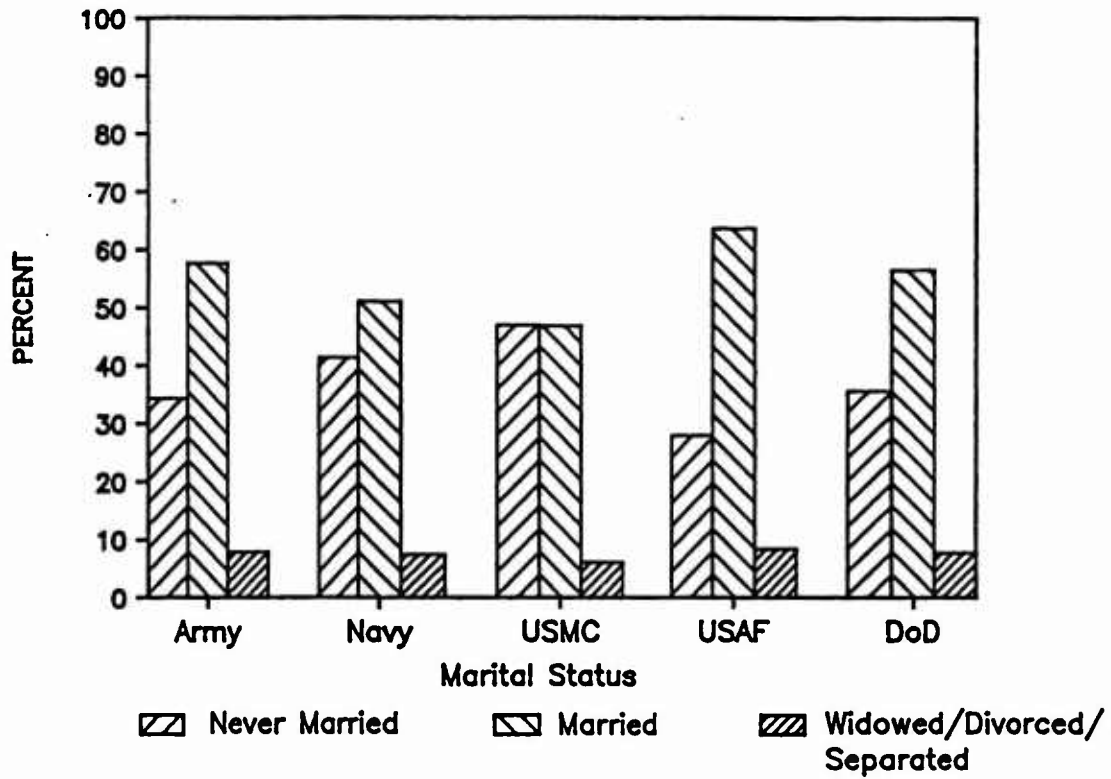


Figure 4.17

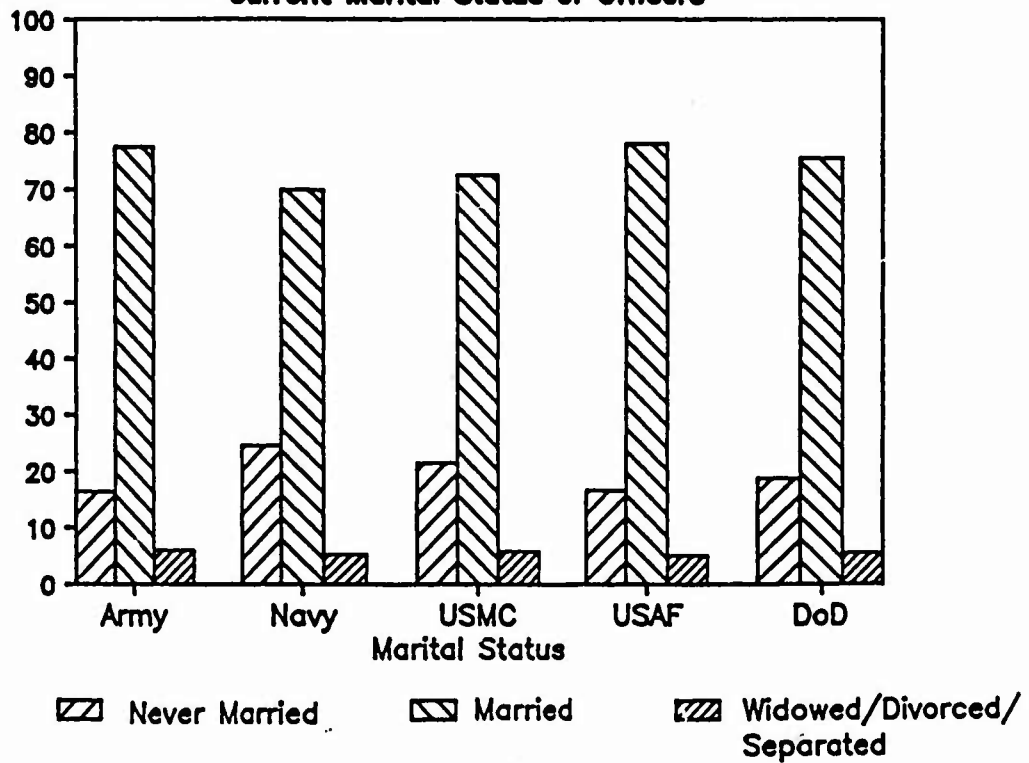
Current Marital Status of Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 4.18

Current Marital Status of Officers



SOURCE: 1985 MEMBER SURVEY

differed in whether they had married yet or not. (There was little difference among them in the proportions with broken marriages.) The Air Force had the highest proportion of married enlisted members--almost two-thirds of its enlisted force. The Army followed with 58 percent and the Navy with 51 percent. In the Marine Corps, 47 percent of enlisted personnel had married--equal to the proportion who had never married.

Figure 4.18 shows the marital status of officers. Fully three-fourths of all officers were currently married; 6 percent were widowed; divorced or separated; and the remaining one-fifth had never married. Again there were differences among the Services in whether the members had married. However, these differences were much less pronounced than those observed for enlisted personnel. The proportions of married officers in the individual Services ranged from 70 percent in the Navy to 78 percent in the Air Force. Again, there was no difference among the Services in broken marriages.

4.4.2 Formation and Composition of Military Families

As young people grow older, marry, and establish themselves in their jobs, they begin families. When marriages break up, a single parent is often left with primary or sole responsibility for children. Of course these processes are part of military life as well as civilian. As the Services age, family life will become an increasingly important part of military life.

A later report from this study will analyze the formation and composition of the military household in some detail. In this section, we present basic data on household composition in the Services, together with a brief examination of family formation as it is related to pay grade structure. Here (and throughout the rest of this report), we divide the force into four basic household composition groups:

- Single members without children
- Single parents
- Members with spouses only
- Members with spouses and children.

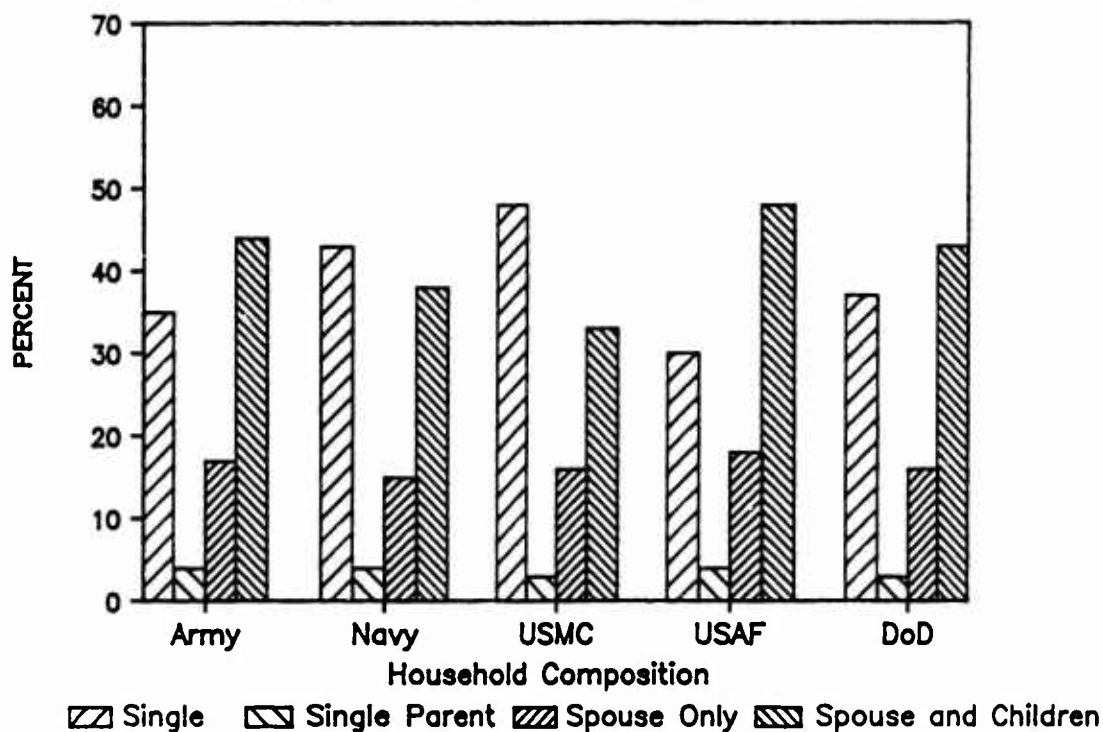
Membership in one or another of these groups determines in part the difficulties and rewards of life in the military and, thus, responses to that life.

Figures 4.19 and 4.20 show household composition by Service for enlisted personnel and officers, respectively. For enlisted personnel overall, a plurality (43 percent) had a spouse and children. Nearly as many (37 percent) were unmarried and without children. Only one in six was married and without children. Only 3 percent were single parents. The enlisted personnel in the individual Services followed this bimodal pattern--either married with children or single without children. Army and Air Force enlisted personnel, however, were more likely to be married, and Navy and Marine Corps were more likely to be single.

For officers, family composition fell into a different pattern. Sixty percent of officers were married with children, the clearly predominant pattern. Almost one in five was married without children, and another one in five was single without children. Only two percent were single parents. Again, the individual Services followed the overall pattern, with some variation in the proportions married with children or single without them. The officers in the Army and the Air Force were somewhat more likely than those in the Navy or Marine Corps to be married with children and less likely to be single.

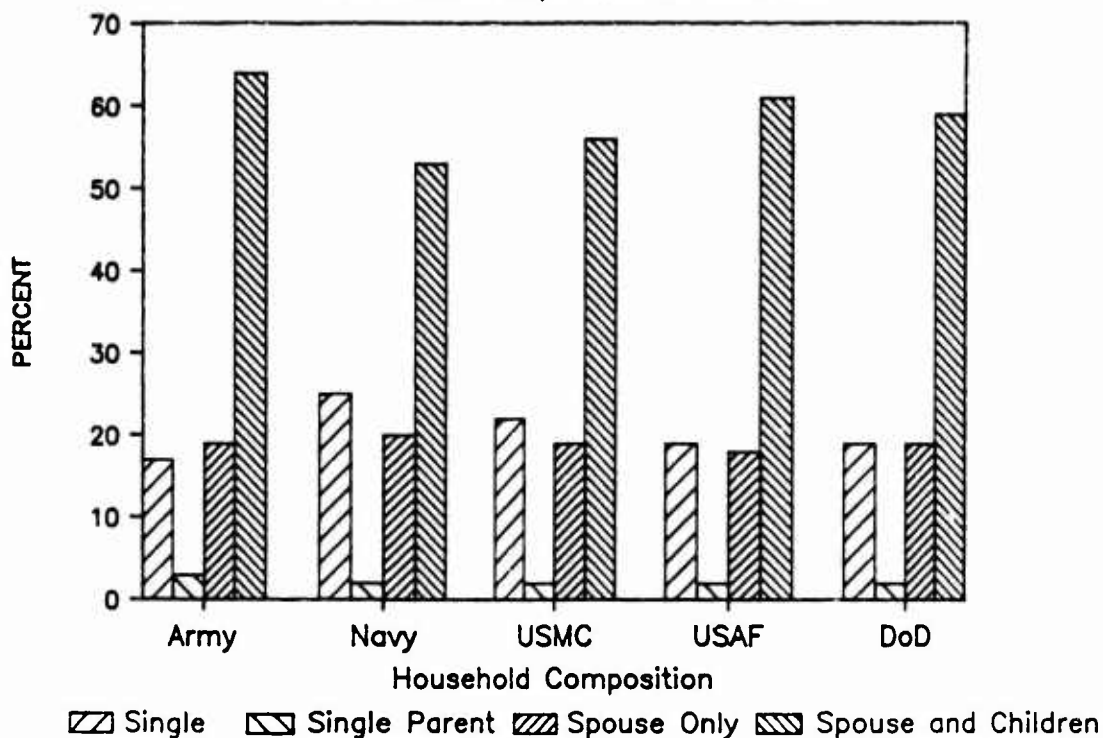
Some notion of the rate at which military personnel form families can be gained by examining household composition by pay grade. Pay grade is related to several factors that are also associated with family formation: age and length of service, level of responsibility on the job, and income. Since these factors increase with pay grade, one

Figure 4.19
Household Composition for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 4.20
Household Composition for Officers



SOURCE: 1985 MEMBER SURVEY

would expect to find more married members and more members with children at higher pay grades.

Figure 4.21 shows the proportion of enlisted personnel with families--that is, with a spouse and/or children--by pay grade. About 30 percent of those in the lower pay grades (E1 to E3) were married; about half of these had children. In the middle pay grades (E4 and E5), 60 percent were married; about two-thirds of these had children. In the higher pay grades (E6 or higher), nearly 90 percent were married and the great majority had children.

The pattern for officers was similar, if one allows for the fact that officers were older than enlisted personnel and more likely to be married when they entered active service (Figure 4.22). In the lower pay grades (O1 and O2), about 50 percent of officers were married; again, about half of these had children. In the middle pay grades (O3 and O4), just over 80 percent were married; three-fourths of these had children. In the higher pay grades (O5 and above), 90 percent were married; again the great majority had children.

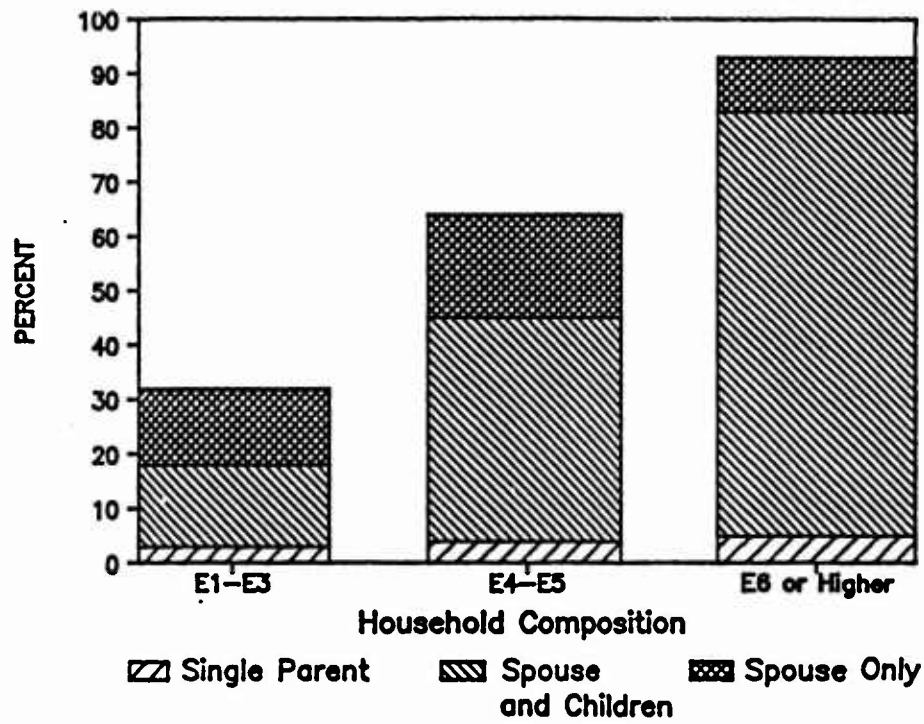
Although the percentage of single parents showed some tendency to increase with pay grade for both officers and enlisted personnel, these differences were minor. The percentages of single parents varied between one and three percent for officers and between three and five percent for enlisted personnel.

4.5 Dual Military Career Couples

Growing numbers of military personnel have spouses who are also on active duty. These "dual-military career couples" present unique problems with regard to assignment and deployment. An attempt was made in the 1985 Member Survey to estimate the incidence of such couples and to ascertain some of their characteristics.

Figure 4.21

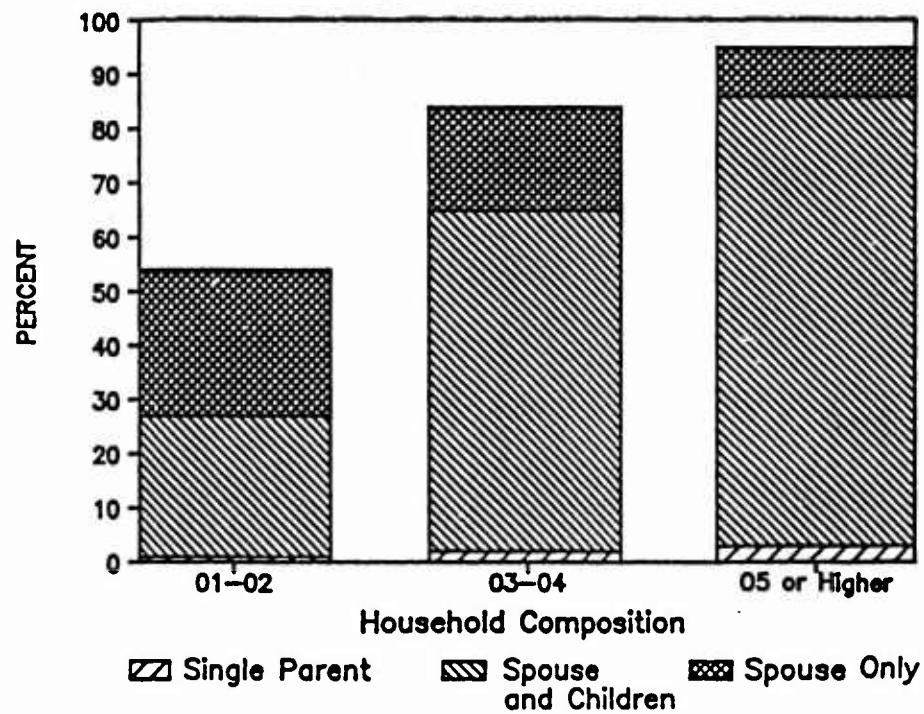
Household Composition for Enlisted Personnel by Pay Grade



SOURCE: 1985 MEMBER SURVEY

Figure 4.22

Household Composition for Officers by Pay Grade



SOURCE: 1985 MEMBER SURVEY

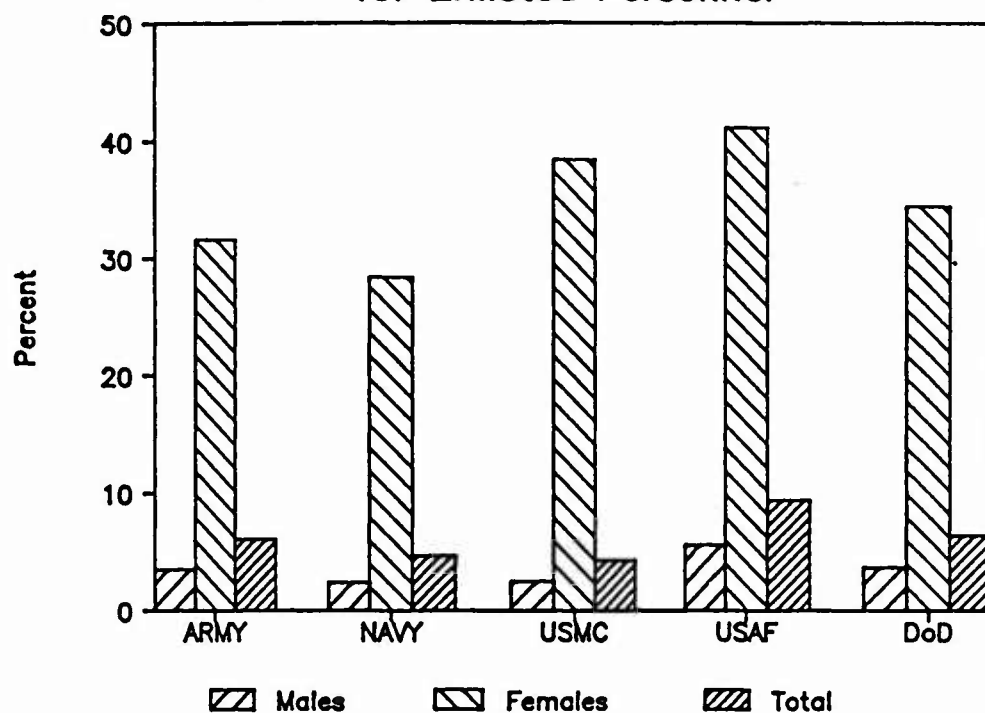
Figures 4.23 and 4.24 show the percentages of enlisted personnel and officers, respectively, who said they had active-duty spouses at the time of the interview. About 6 percent of enlisted personnel had military spouses. In the Services, the proportions ranged from 4 percent in the Army and Marine Corps to 5 percent in the Navy and 9 percent in the Air Force. About 6 percent of officers had military spouses. The percentage variation among the Services was similar to the variation among enlisted personnel.

Female members were much more likely than males to have active-duty spouses. Only 4 percent of all enlisted men and 3 percent of male officers reported that their wives were in active military service. About one-third of enlisted women and female officers reported having active-duty husbands. The difference is, in part, a reflection of the smaller number of women in the Armed Forces.

The largest inter-Service differences appeared for enlisted women. Those in the Navy were the least likely to have active-duty husbands (28 percent did) while those in the Air Force were most likely to have them (41 percent did). Enlisted women in the Army and Marine Corps were nearer the DoD average: 32 percent of those in the Army and 38 percent of those in the Marine Corps had active-duty husbands. The inter-Service differences in the rates at which their female officers reported having active-duty husbands showed a similar pattern--lowest in the Navy (28 percent), highest in the Air Force and Marine Corps (34 percent for both), with the Army in between (31 percent). There was little difference among the Services in the rate at which males--either enlisted or officer--reported having active-duty wives.

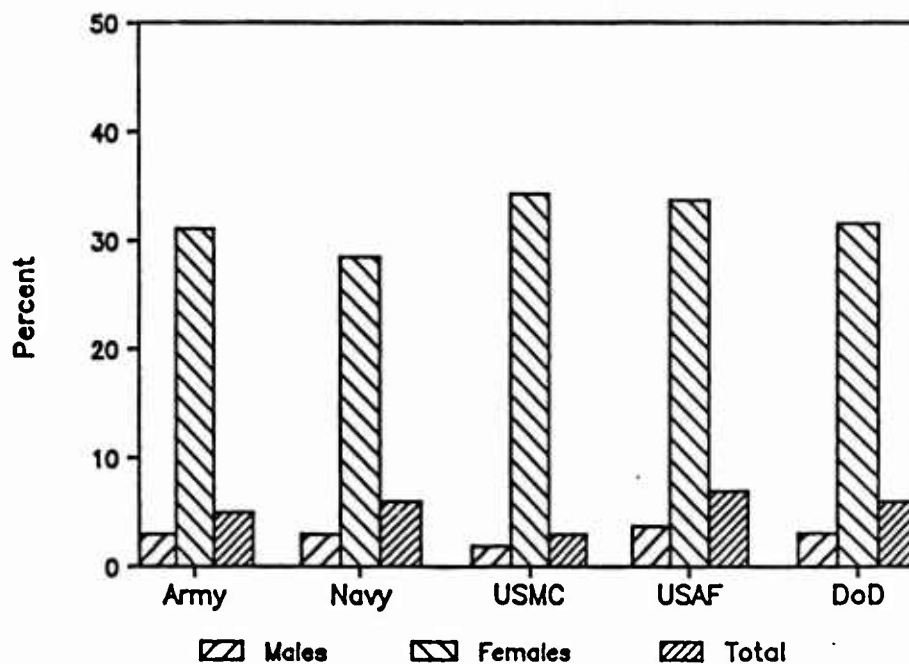
Tables 4.5 and 4.6 present data on certain characteristics of these military spouses for enlisted personnel and officers, respectively.

Figure 4.23
**Marriage to Active-Duty Military by Sex
 for Enlisted Personnel**



SOURCE: 1985 MEMBER SURVEY

Figure 4.24
**Marriage to Active-Duty Military by Sex
 for Officers**



SOURCE: 1985 MEMBER SURVEY

Table 4.5

Characteristics of Active-Duty Spouse by Service
for Enlisted Personnel

	Army	Navy	Marine Corps	Air Force
In same Service	98%	92%	84%	98%
Enlisted member	98	98	98	97
At same location or expect to be	88	89	89	93

Source: 1985 Member Survey

Table 4.6

Characteristics of Active-Duty Spouse by Service
for Officers

	Army	Navy	Marine Corps	Air Force
In same Service	98%	91%	70%	98%
Officer	90	87	95	85
At same location or expect to be	91	89	91	88

Source: 1985 Member Survey

In Table 4.5 we see that nearly all enlisted personnel in the Army and the Air Force who were married to an active-duty spouse were married to someone in the same Service. Navy and Marine Corps personnel were more likely to have married outside their Service. Most sailors who married outside the Navy married Marines (4 percent). Most Marines who married outside the

Marine Corps married sailors (13 percent). Nearly all enlisted personnel in dual-military couples had married an enlisted person. About 90 percent in each Service were stationed at the same base or location with their spouses. Only about half of those at separate locations from their spouses said they had been unable to get the same location.

Nearly all Army and Air Force officers with active-duty spouses married someone in their own Service. Again, Naval officers who had married outside the Navy had usually married Marines; 91 percent of Naval officers had married within the Navy, while 5 percent had married Marines. Most Marine Corps officers who had married outside the Marine Corps had married Naval personnel; 70 percent of Marine Corps officers had married other Marines, while 23 percent had married Naval personnel.

The great majority of officers in dual-military couples had married other officers--about 90 percent of those in each Service who had married someone on active duty had married a fellow officer. Similarly, in each Service about 90 percent of those with active-duty spouses were stationed at the same base or location as the spouse (or expect to be at the same location). Relatively few had tried without success to be stationed with their spouses (around half of those stationed apart).

4.6 Summary

This chapter has presented basic data on the personal characteristics and household composition of men and women in the military. Some important findings are:

- Officers (both male and female) and enlisted women were older on the average in the spring of 1985 than in the spring of 1979, reflecting improved retention.
- There have been increases in the minority population of the Armed Forces in recent years, especially in the proportions of active-duty women who are minority group members.

- Nearly all active-duty members currently meet the minimum desired educational requirement: high school graduation for enlisted personnel and college degree for officers.
- Both officers and enlisted personnel take advantage of in-service educational programs; by the time they reach higher pay grade levels, most officers and many enlisted personnel have completed education beyond the minimum desired levels.
- The majority of both officers and enlisted personnel were married; most officers and a plurality of enlisted personnel had both spouse and children in their households.
- Approximately 98,000 military personnel had active-duty spouses. This represented a much larger percentage of female members (both officers and enlisted personnel) than male members were married to active-duty military personnel.

5. ENLISTED PERSONNEL CAREER PLANS AND RETENTION

5.1 Introduction

With the high cost of recruiting and training the enlisted force, the Services have increasingly emphasized the retention of skilled and trained personnel. As was noted in Chapter 3, the relative number of career military in the force (members with four or more years of service) has increased substantially since the end of conscription. In this chapter we examine some of the reasons for this increase and, in particular, members' expectations about their careers.

5.2 Reenlistment Rates in the Volunteer Force

A review of past behavior of personnel faced with reenlistment decisions helps in the examination of the survey data presented later in this chapter. The DoD annual publication, Selected Manpower Statistics, provides an historical perspective on two measures of enlistment activity (1) the numbers of enlisted personnel in the first term or beyond the first term (career) who are both eligible for and actually reenlisted in each fiscal year since 1975; and (2) the calculated reenlistment rate (number reenlisting as a percentage of eligibles) for each year.¹ Analyses of these phenomena generally have focused only on the retention or the reenlistment rate, but the number reenlisting as well as their quality are also important. The number reenlisting, then, can be as important as the rate or percentage when the Services aim for a specific number of reenlistments in a particular year.

¹/ U.S. Department of Defense. Washington Headquarters Services. Directorate for Information Operations and Reports. Selected Manpower Statistics, FY85. Washington, D.C., n.d.

5.2.1 First Term Reenlistments

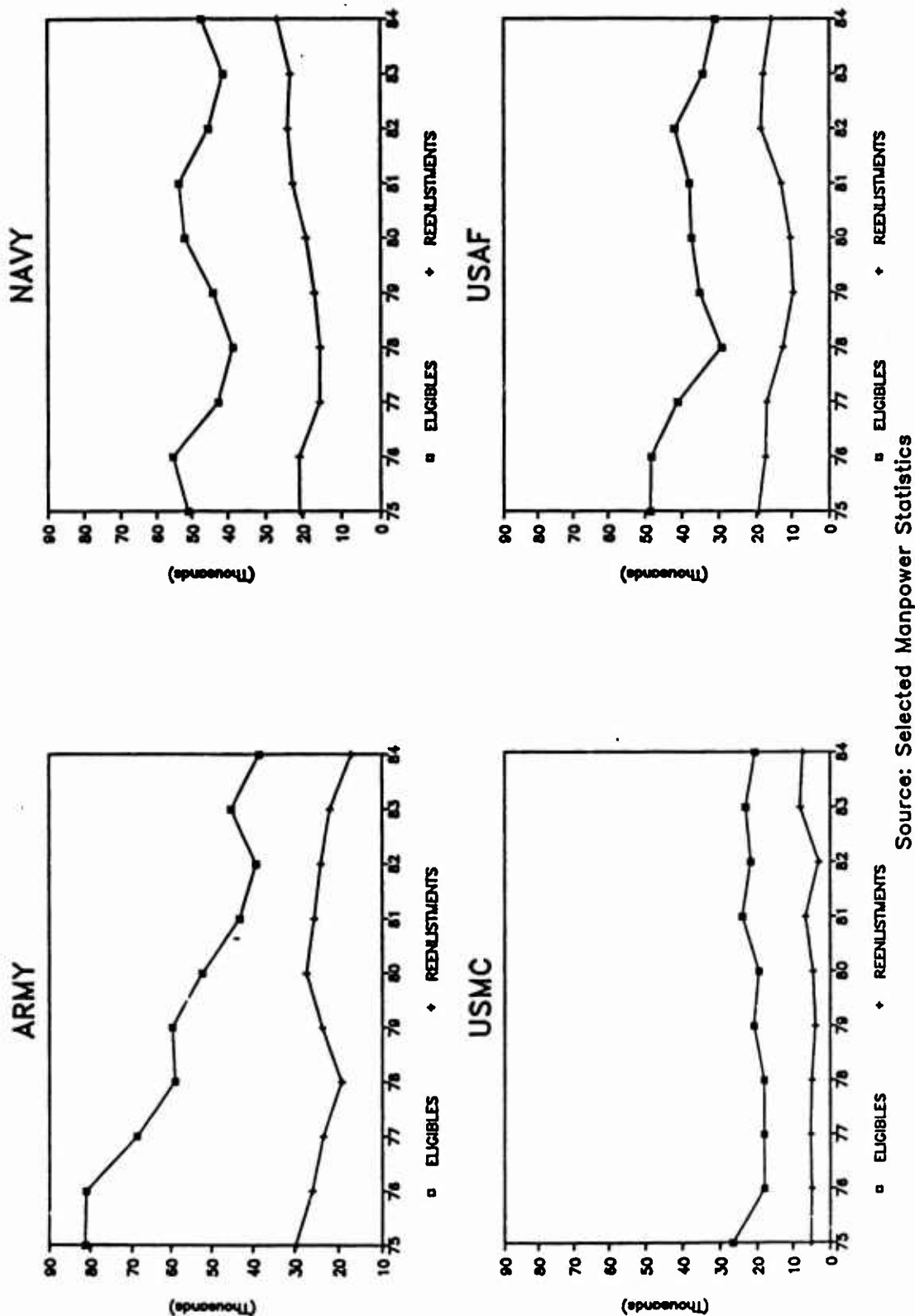
Figure 5.1 shows the number of eligible and reenlisting first-term personnel in each of the Services since 1975. First-term eligibles are those coming to the end of their first 2- to 6-year term of service whom the Services will allow to reenlist. The target number reenlisting is, thus, a function of the size of the entry cohorts in previous years, the rate of attrition during the first term, the quality of the surviving personnel, and the targeted number of reenlistments in a particular year. The target number is based upon total force size, expected career retention, and ease or difficulty of recruiting new personnel.

As these data demonstrate, the patterns for the individual Services are quite different. The number of eligible first termers in the Army sharply dropped from 1975 to 1981, with some leveling off since 1981. In the initial part of this period, a large proportion of the eligibles were draft-induced recruits who historically were less likely to remain beyond their required terms of service. The drawdown of total Army strength in the late 1970's also explains why the number of first-term eligibles declined. The number of first-term reenlistments (the bottom line in the graph) was more stable over this period than the number of eligibles and, in recent years, has declined steadily from about 30,000 per year to about 20,000 per year. This decline reflects the decision to keep total Army strength relatively constant.

The Navy pattern of eligibles is quite different, showing a series of rises and falls between 1975 and 1981. The post-Vietnam force drawdowns made the cohorts reaching the first reenlistment point in the late 1970s smaller. At the same time, lower retention of the career force led to increased enlistments in those years. This is reflected in the large number reaching the reenlistment point 3-4 years later. The number of first-term reenlistments has increased steadily within a narrow range. After declining from 1975 to 1978, the number of first-term reenlistments rose from a low point of 16,000 in 1978 to over 27,000 in 1984.

Figure 5.1

Number of First-Term Reenlistments



Source: Selected Manpower Statistics

The Marine Corps pattern shows a sharp relative decline in the number of eligibles in 1975 and 1976, followed by an uneven but small increase. Marine Corps reenlistments at the first term remained remarkably stable at about 5,000 per year, with the exception of a sharp decline for 1982 and a sharp increase in the following year when an attempt was made to even out the cohort profiles. (Low quality Marines recruited with misnormed entrance examinations in the late 1970s were discouraged from reenlisting.)

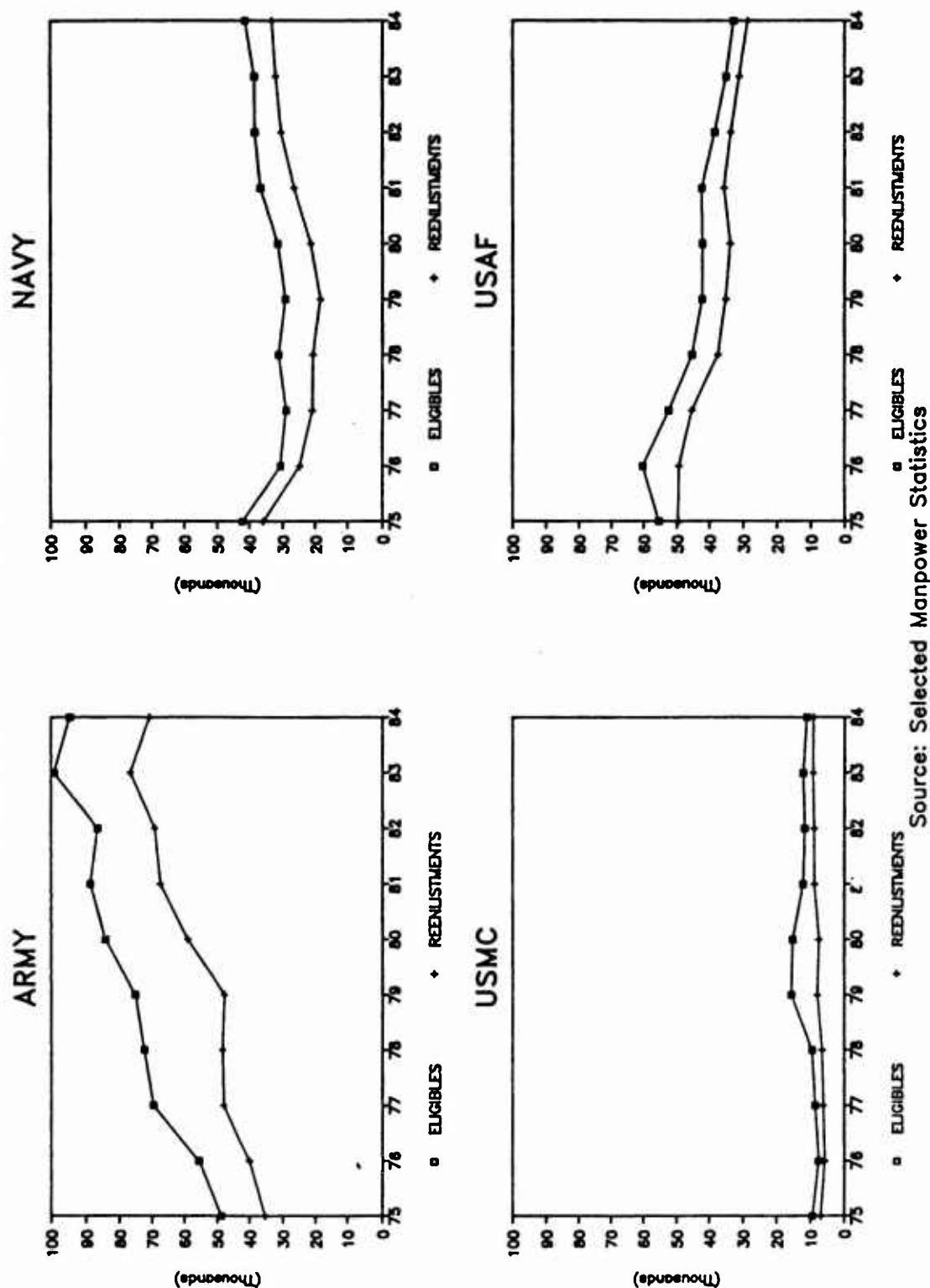
The Air Force pattern was similar to that of the Marine Corps. The data show a very sharp drop in the number of eligibles in the beginning of 1975-1984 period, consistent with the post-Vietnam reductions in recruiting, a steady increase from 1978 to 1982, and a decline since 1982 as career reenlistments rose and smaller cohorts of new enlistments from the late 1970s reached the first reenlistment point. Since 1982, the number has fallen again to the 1978 level of about 30,000 per year. As with the Navy, the range of first-term reenlistments has been small, with a dip in the low retention years of 1978 to 1980.

Overall, the declines in the number of first-term personnel eligible to reenlist and the number actually reenlisting were uneven but steady. This phenomenon reflects increased retention of those in second term and beyond and steady or shrinking total force sizes.

5.2.2 Career Reenlistments

Compared to the pattern for first termers, where reenlistment is steady or declining, the reenlistment pattern for the career force shows a generally upward trend for both the number of eligibles and reenlistees in the Army, Navy and Marine Corps, and a steady decline in both numbers in the Air Force. This, in part, reflects changes in policy variables that set cohort size. Enlistment rates in the Air Force were more similar to the other Services. Figure 5.2 presents the career reenlistment patterns.

Figure 5.2
Career Reenlistments



Source: Selected Manpower Statistics

In the Army, both the number of career members eligible to reenlist and the number actually reenlisting rose substantially throughout most of this period. About twice as many personnel were eligible and reenlisted in 1984 as in 1975, indicating a dramatic turnaround in the career content of the Army. The flat period of reenlistments in the late 1970s, attributable largely to declining real military wages and improved civilian economic opportunities, was more than offset by the strong gains in career reenlistments since 1979, with only a slight downturn in numbers in 1984.

While both eligibles and reenlistments in the Navy sharply declined up to 1979, a function of economic factors plus the lengthening of sea tours, the improvement since 1979 has been even more dramatic. In this period, compensation (sea pay, in particular) has increased substantially. This, combined with the slowdown in the economy in the early 1980s, contributed to the improvement in Navy retention of career personnel.

In the Marine Corps, the number of eligibles has almost doubled from the early period, with a large hump in the 1979 - 1980 period when declining recruiting led the Marine Corps to widen the opportunities for career members to remain. The actual number of career reenlistments, however, rose more steadily, albeit within a narrow range.

Air Force career eligibles and reenlistments have declined sharply since 1975. The number of career members choosing to remain declined from almost 50,000 career reenlistments in 1975 to approximately 30,000 in 1984. Unlike the other Services, the Air Force did not experience the sharp growth and drawdowns surrounding the two recent major periods of military activity--Korea and Vietnam. As a result, large numbers of enlisted personnel, who entered in the 1950s and remained in the service through the late 1970s, left the service when they reached normal retirement age. Members with 10 or more years of service have very high reenlistment rates, in part a function of the draw of the retirement system plus the natural selection process. Therefore, it was inevitable that the number of career reenlistments would fall. Because these 1950s recruits were replaced by younger personnel, a larger share of the Air Force career enlisted population is now composed of junior personnel.

5.3 Reenlistment Rates

The reenlistment rate measures the percentage of the eligible personnel who choose to reenlist for an additional term. The adjusted reenlistment rate used here excludes the effect of early separations and early releases under strength control programs and is the most common measure of reenlistment behavior used by DoD to track performance of the enlisted force.

Reenlistment rates are presented in Figure 5.3 for the first-term force and in Figure 5.4 for the career force.

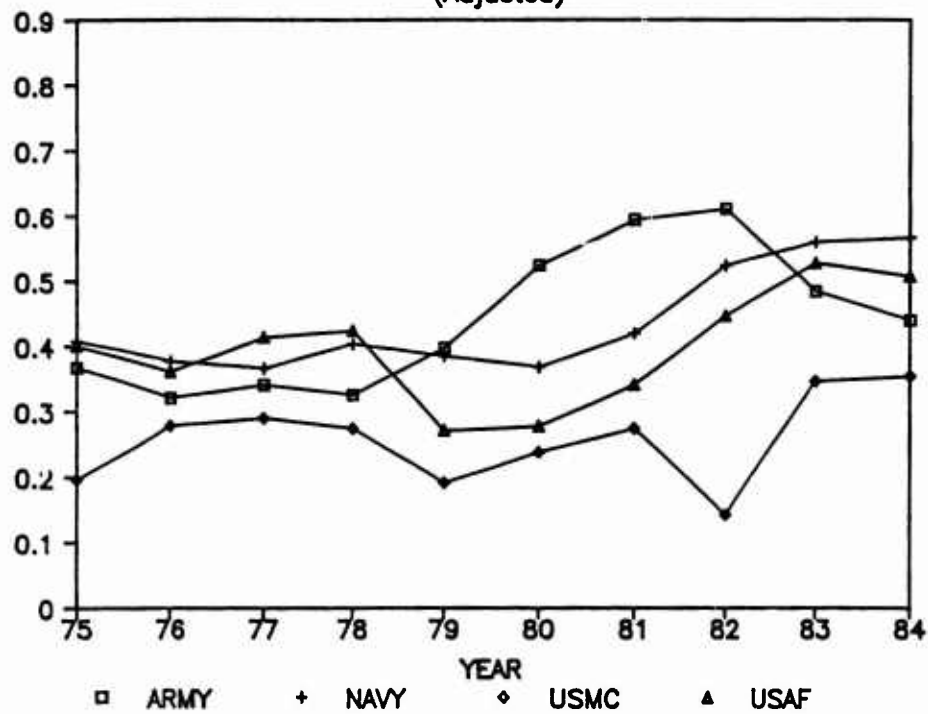
First-term reenlistment rates have generally climbed since 1976. For the Army, the rate climbed steeply from 1975-78 (when it was at about 35 percent) to a peak in 1982 of 60 percent. Since 1982, increased career retention and a freeze in Army end-strength have allowed the Army to be more selective about who is allowed to reenlist (as demonstrated in the earlier figure). As a result, the reenlistment rate for first termers declined to 45 percent in 1984.

The Navy rate remained reasonably stable at about 40 percent through 1980 but has increased substantially since then as a result of improved bonus and other compensation programs. In 1984, the Navy first-term reenlistment rate was over 55 percent. Because of a policy decision to keep the career force small, the reenlistment rate for the Marine Corps has always been the lowest among the Services. For the period from 1975 to 1981, the rate moved in a narrow range between 20 and 30 percent. In 1982 it dropped to 15 percent, but it rebounded to over 30 percent in 1983 and 1984.

After holding steady at about 40 percent from 1975 to 1978, the Air Force first-term reenlistment rate fell to just over 25 percent in 1978 to 1980, the period during which military compensation was not keeping pace with civilian wages and job opportunities. The Air Force rate has more than recovered since that low point, exceeding 50 percent in both 1983 and 1984.

Figure 5.3

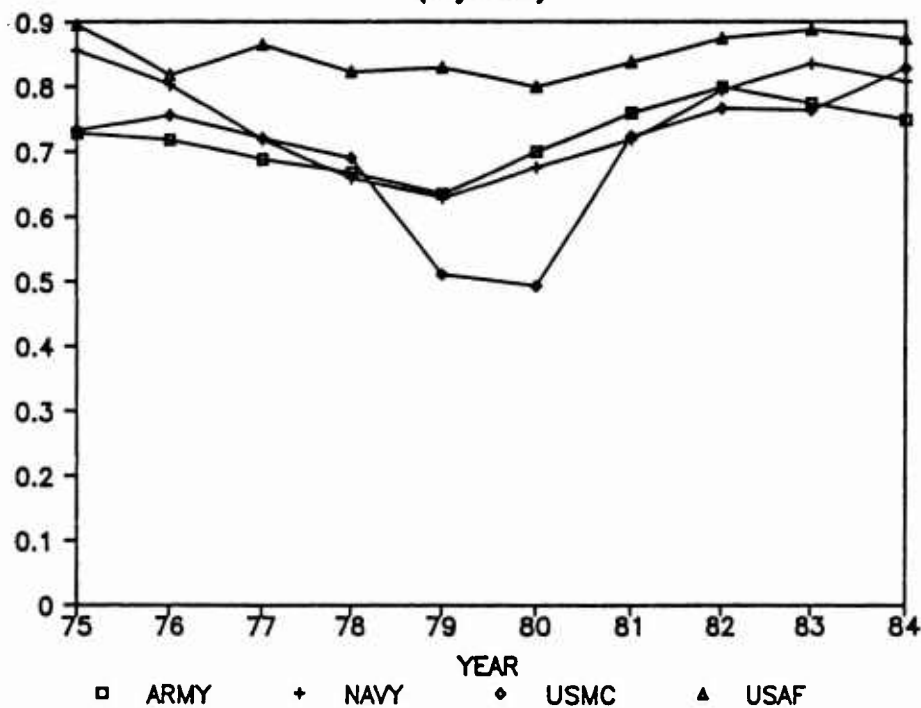
First Term Reenlistment Rates (Adjusted)



Source: Selected Manpower Statistics

Figure 5.4

Career Reenlistment Rates (Adjusted)



Source: Selected Manpower Statistics

For the four Services, then, the data in the figures indicate significant improvement in first-term reenlistments in the last four years. This has been, in part, the result of improvements in military compensation which have made the military a much more competitive option for men and women completing their initial enlistment.

Career-reenlistment rates capture the behavior of enlisted personnel who are at the end of the second or later term of service. Typically, these personnel have at least 6 to 8 years of service. First, we should note that these rates are substantially higher, on average, than the first-term rates. These personnel have made an initial commitment to a full military career, so large percentages of them can be expected to reenlist until they reach or exceed the minimum retirement requirement of 20 years of service. For the most part, all career reenlistment rates were greater than 75 percent over the 1975 - 1984 period.

For the Army, the percentage of career force soldiers reenlisting declined gradually from 73 percent in 1975 to 64 percent in 1979, before surging upward to almost 80 percent in 1982. It has mitigated somewhat since then to about 75 percent in 1984. The Navy rate has fluctuated more widely. From over 85 percent in 1975, it declined sharply to less than 65 percent in 1979. Since then, the rate has climbed equally as dramatically, reaching 83 percent in 1983 before declining to 80 percent in 1984. From a high point of 75 percent in 1976, the Marine Corps rate fell to about 50 percent in 1980 but has since climbed back to over 80 percent. The Air Force career reenlistment rate has been both higher and more stable over this period, beginning and ending the period at about 90 percent. The drop in the difficult personnel years of the late 1970s was much smaller than the drops in career-reenlistment rates for the other Services.

5.4 Expected Duration of Service

The previous discussion demonstrating the wide variation in the reenlistment behavior of enlisted personnel in the post-conscription period forms the backdrop for an examination of data on future reenlistments gathered in the 1985 Member Survey. Enlisted personnel were asked three questions

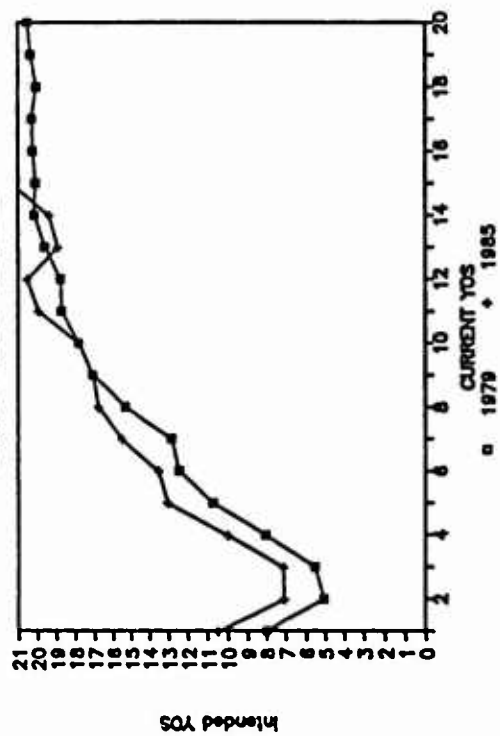
which are used here as measures of their intended behavior. First, they were asked to estimate the total number of years of service they would have when they left the military. Second, they were asked to estimate the highest pay grade they would attain. Finally, they were asked to estimate their probability of reenlisting. This final question was asked assuming current personnel policies, then again under three different policy assumptions--guaranteed assignment location, guaranteed promotion and guaranteed retraining. In this section we examine results on the expected years of service item. The following sections deal with the other measures.

Enlisted personnel were asked, in both the current and the 1978/1979 DoD Survey, to indicate the total number of years they expected to remain on active duty. From these questions, an average intended length of service was calculated for each current YOS group in each Service. The results of these analyses are presented in Figure 5.5. The curves in these figures all have the same basic shape--new entrants have an expected average career intention of about 8 to 12 years. This average then dips for personnel currently in the second through about the fourth YOS, but then climbs rapidly to the average of 20 years or more by about the tenth year of service. There are only minor variations in this pattern across the four Services; although the 1985 pattern is, with few exceptions, consistently higher than the 1978/79 pattern. The pattern suggests that early enthusiasm for a long career fades for some enlisted personnel after the first year of service and remains low through the first term as many personnel decide not to continue past that first term. The expected career length of those who complete the first term, however, starts to rise. This is shown by the rapidly climbing curves from about 5 to 10 YOS. After that point, the attraction of the career and the benefits associated with completing at least 20 years together pull the average expected years of service up to the 20 plus level.

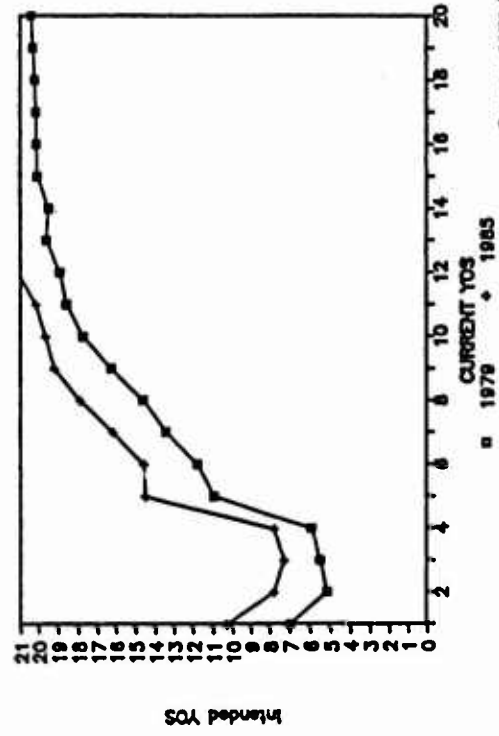
While the curves are similar in shape, the individual Services show different levels of expected stay. First-term Air Force personnel tend to expect longer careers. Their expectations do not dip quite as far in the second and third year. The Army and Marine Corps first-term soldiers tend to have shorter initial career expectations that dip a little further

Figure 5.5
Average Intended YOS

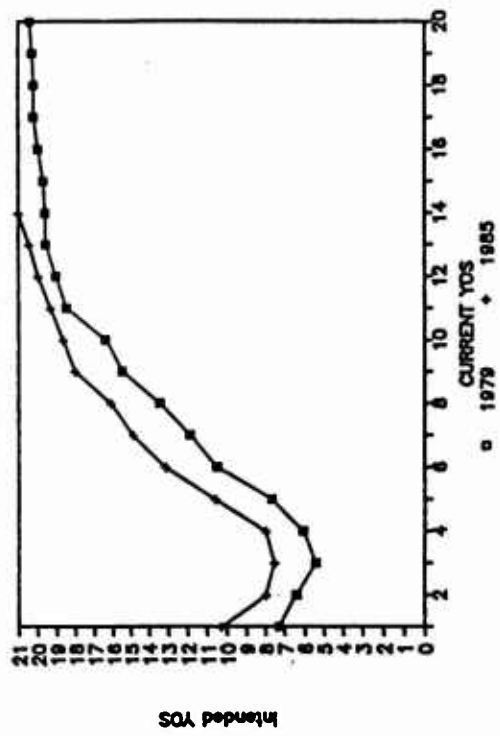
ARMY 1979 & 1985



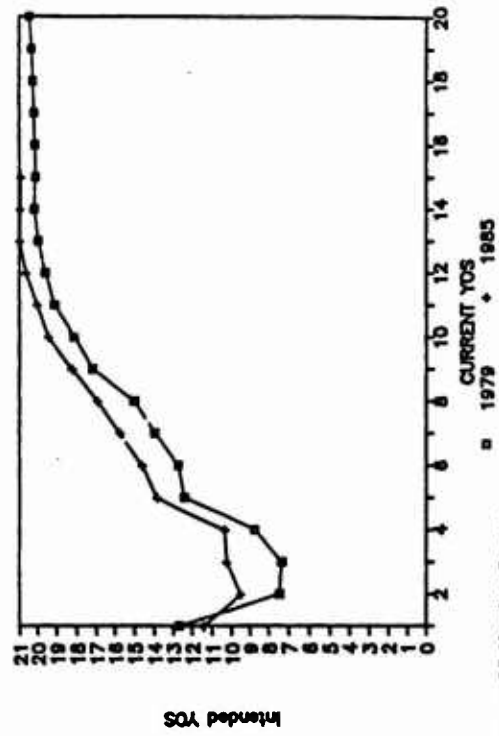
USMC 1979 & 1985



NAVY 1979 & 1985



USAF 1979 & 1985



Source: 1978/79 DoD Survey, 1985 Member Survey

before climbing rapidly in the second term. The Navy falls somewhere between the Air Force and the Army and Marine Corps.

A second pattern is seen in these data for all Services. At almost all current YOS points, members expected to serve longer in 1985 than they did in 1979. The gap between the two lines for each Service indicates the substantial increase in average expected YOS at each current YOS point. At the first-year point, this difference is equivalent to 2.5 years in the Army, 3 years in the Navy, and 3.5 years in the Marine Corps. Only the Air Force at that first year of service shows a decline in expected years of service, from about 12.7 years in 1979 to 11.5 years in 1985. The gain from 1979 to 1985 widens throughout the remainder of the first term, then narrows. The 1985 average is about three years longer than the 1979 level in the Navy and Marine Corps, and about two years longer in the Army and Air Force. These patterns are reasonably constant except for the 12 to 15 YOS points in the Army, but small sample sizes may have contributed to these minor differences from the overall pattern. The pattern reflects improvements that have been made in making the Armed Forces an attractive opportunity for men and women.

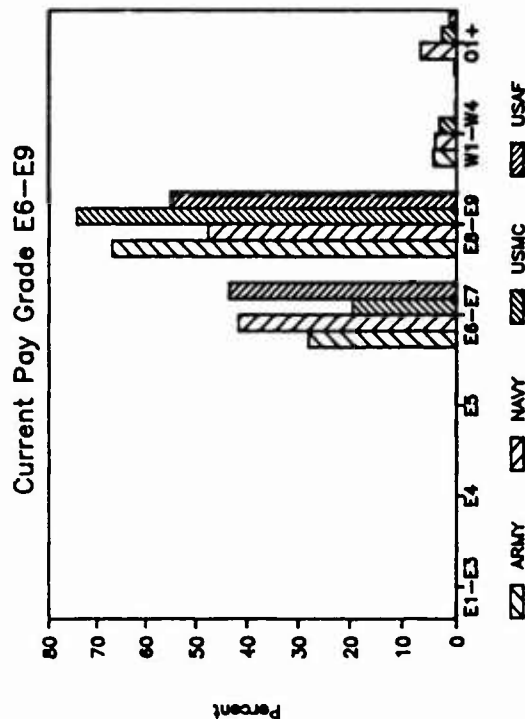
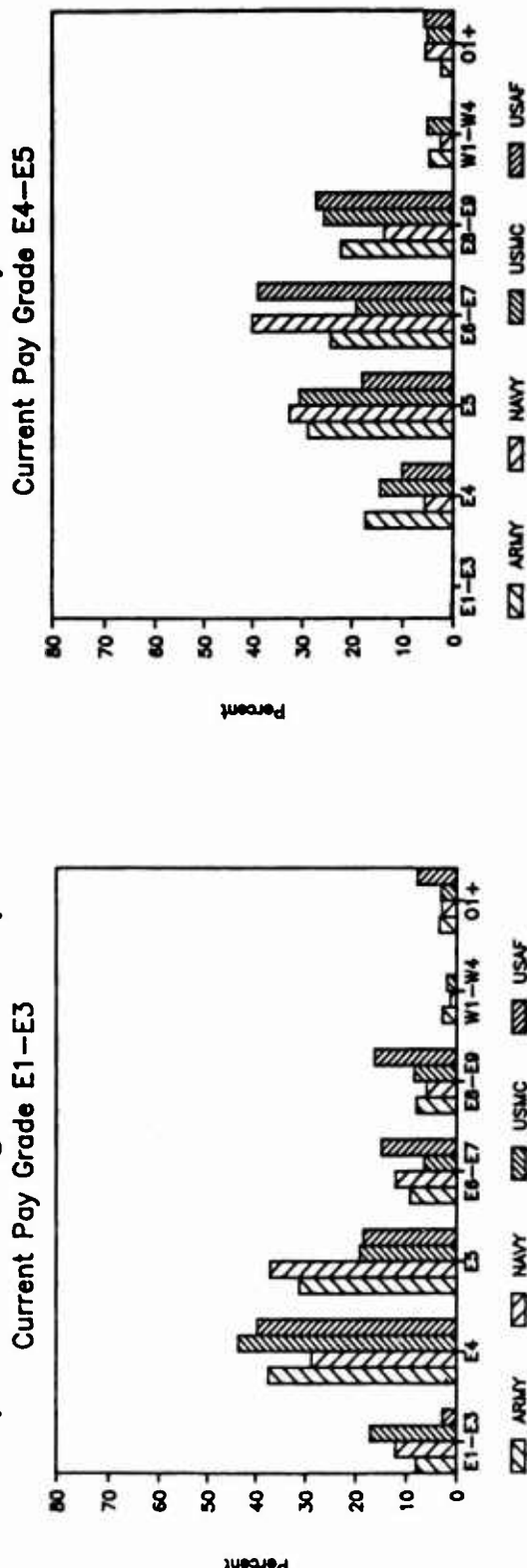
5.5 Highest Expected Pay Grade

Military pay grade captures both the responsibility and the status of the holder of that pay grade, so the rank that members expect to achieve while in the Service is an important indicator of the future behavior of these personnel. Pay grade is also the most important variable in determining military compensation, so expected pay grade also indicates the member's expected future income. In this section, we examine the responses of enlisted personnel to the question:

When you finally leave the military, what pay grade do you think you will have?

The responses to this question are examined by Service (Figure 5.6) then by sex within each Service.

Figure 5.6
Expected Highest Pay Grade for Current Pay Grades



Source: 1985 Member Survey

The majority in the lowest pay grade group expect to be at least E4s to E5s when they leave the military, but a substantial number in the Navy and Marine Corps expect to be no more than E3s when they leave. Few personnel in these pay grades expect to become commissioned or warrant officers. For the Air Force, 30 percent of the lowest pay grade personnel expect to achieve a pay grade higher than E6. This estimate is higher than those for the other Services.

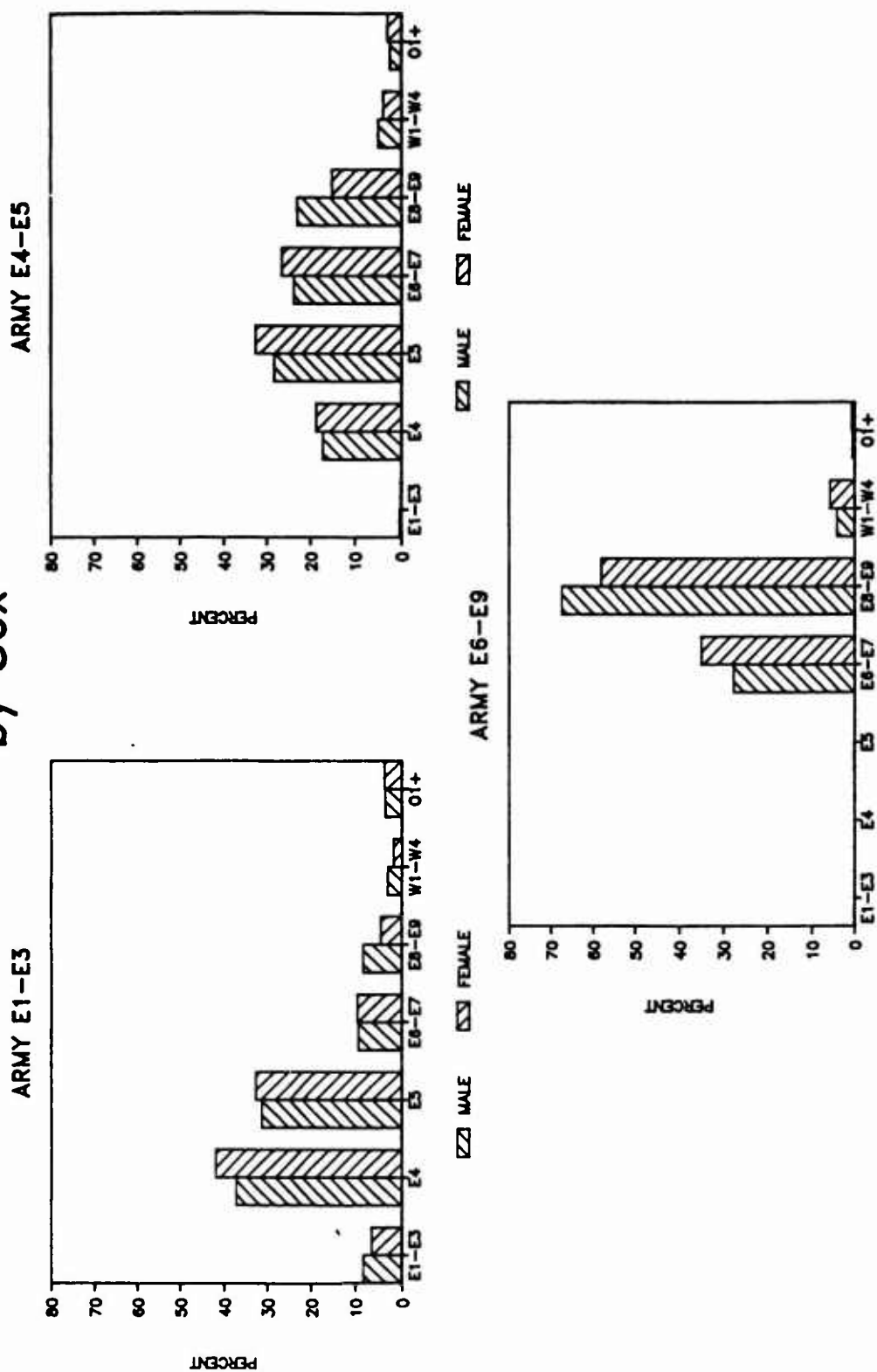
A majority of those whose current pay grade is E4 or E5 expect to be promoted to at least an E6. Navy and Air Force personnel are especially likely to expect to achieve the E6 to E7 pay grade range. Few personnel expect to become officers. A majority of all enlisted personnel in all the Services except the Navy expect to achieve E8 or E9 pay grades. The Marines are especially likely to expect this level.

Figures 5.7 to 5.10 present results by Service broken down further by sex. The purpose of these graphs is to examine the different expectations of men and women in the military. Data for women are particularly important in view of the increasing number of women entering the Services in recent years.

For the Army, there are only small differences between men and women in the expectation of the highest pay grade before leaving. In the lowest pay grade range, more women than men expect to achieve pay grades E4 and E5, but the differences are small. Overall, few members expect to achieve pay grades E8 or E9, but almost twice as many men expect this pay grade as do women. The pattern is the same for Army personnel currently in the middle pay grades. More women than men expect to reach the next higher pay grade, but fewer expect to achieve the highest enlisted pay grades. For the highest group, the differences are small but, again, men expect higher pay grades than women.

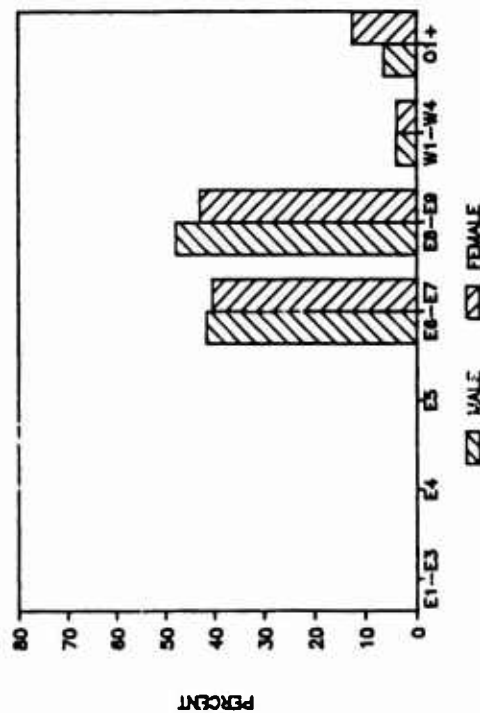
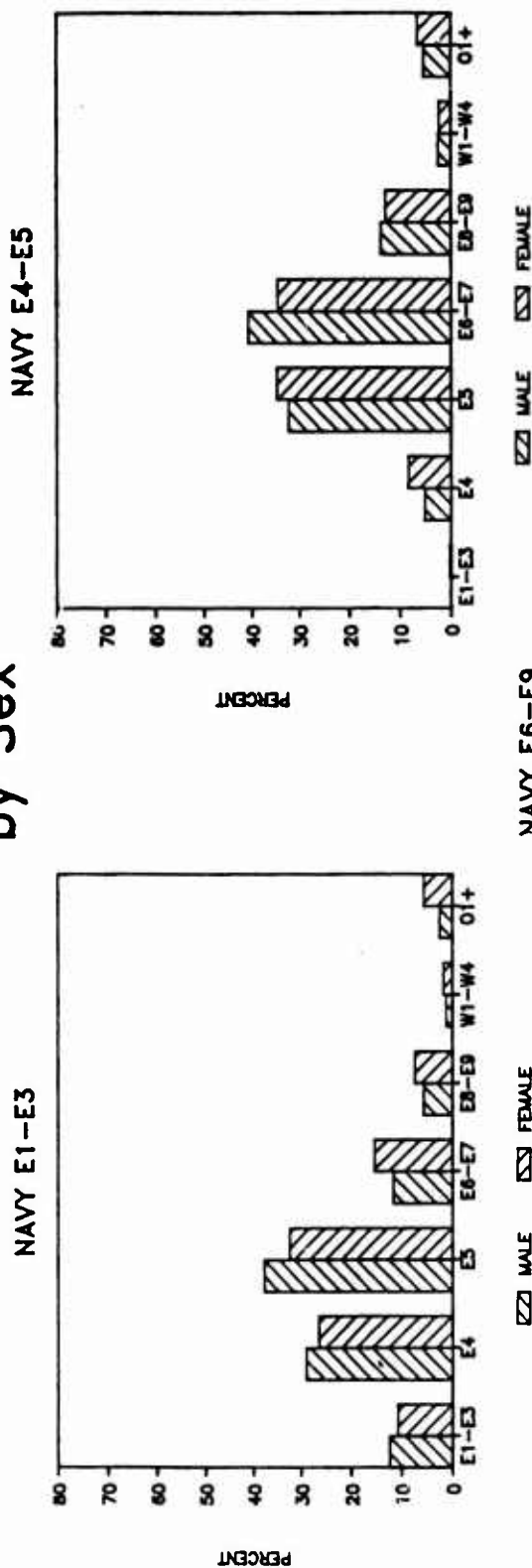
The Navy pattern is slightly different. The expectations of men and women in the lowest current pay grade group are about the same across all the expected pay grades. Marine Corps women currently in the lowest pay grade group are more likely than men to expect to achieve pay grade E5 but less

Figure 5.7
Expected Highest Pay Grade for Current Pay Grade
by Sex



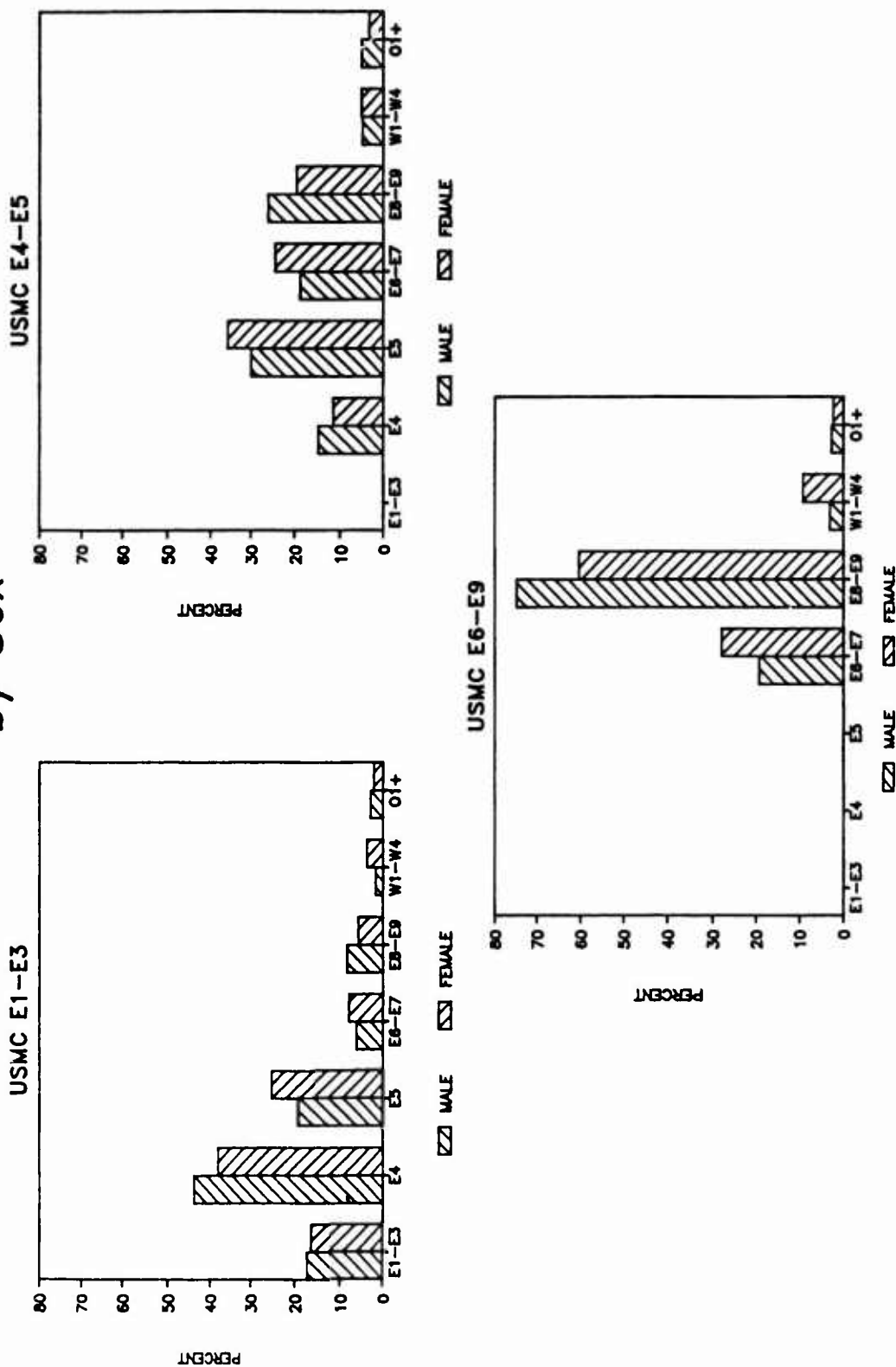
Source: 1985 Member Survey

Figure 5.8
Expected Highest Pay Grade for Current Pay Grade by Sex



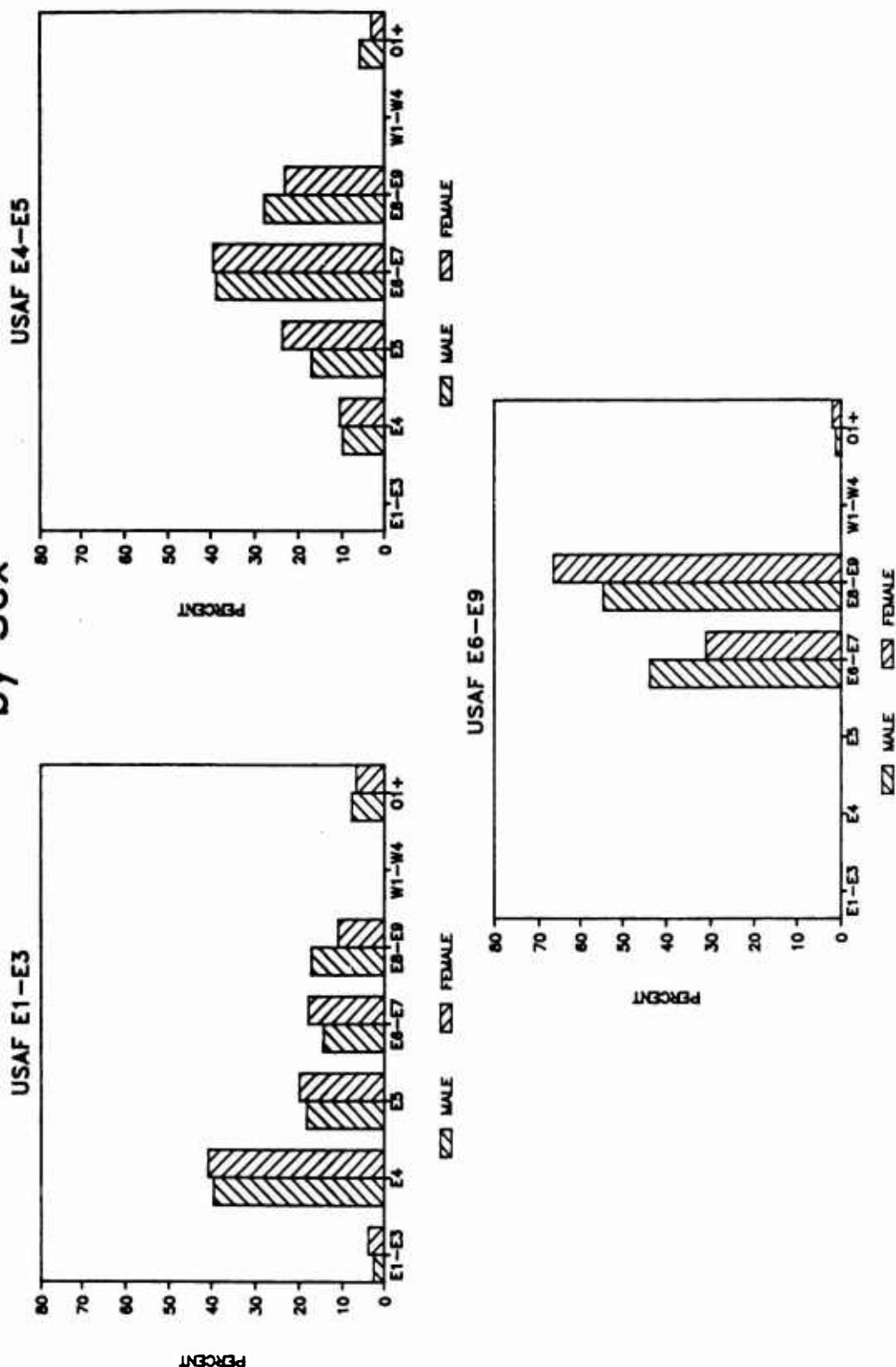
Source: 1985 Member Survey

Figure 5.9
Expected Highest Pay Grade for Current Pay Grade
by Sex



Source: 1985 Member Survey

Figure 5.10
Expected Highest Pay Grade for Current Pay Grade
by Sex



Source: 1985 Member Survey

likely to expect to reach only pay grade E4. Women in the middle pay grades are more likely to expect to reach grades E5 to E7, while men are more likely to expect to achieve E8 or E9. A similar pattern emerges for Marines currently in the highest pay grade group--women have lower expectations than do men.

The reverse is true in the Air Force. At the lowest and middle pay grades, expectations for men and women are about equal, except that fewer women expect to achieve E8 or E9. More women than men currently in pay grades E6 to E9 expect to reach pay grades E8 to E9. Almost 70 percent of women and about 55 percent of the men currently at this level expect to reach these two highest pay grades.

5.6 Probability of Reenlisting

Enlisted personnel were asked to estimate the probability that they would reenlist at the end of their current term of service. They were then asked the probability of reenlistment under three different circumstances:

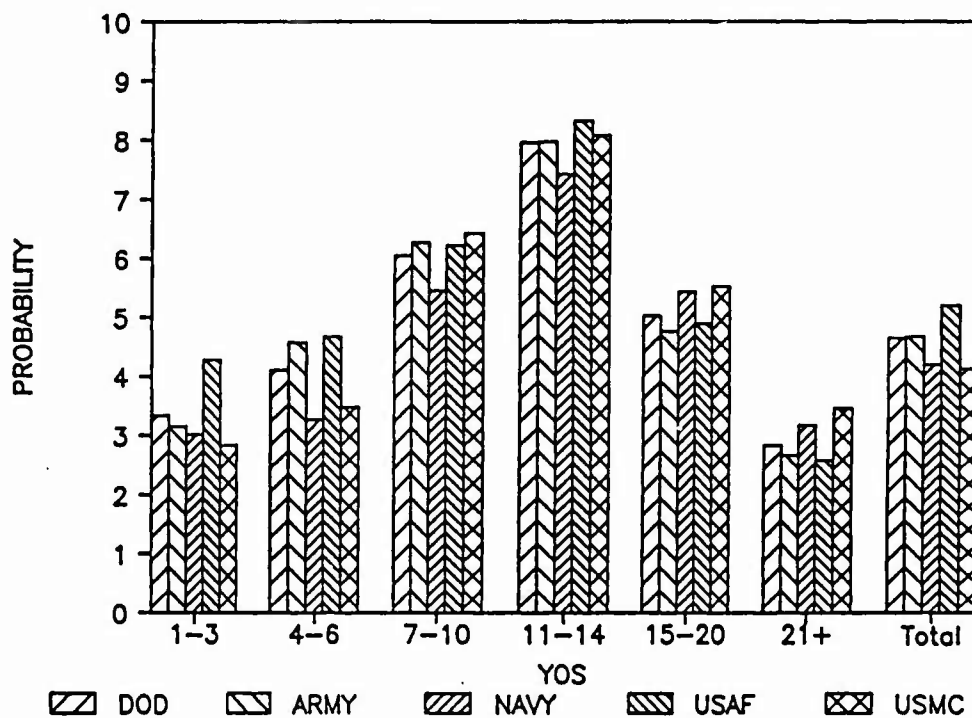
- with guaranteed choice of location for their next tour;
- with a guarantee of promotion; and
- with guaranteed retraining for a new career.

Responses to the initial probability question and the three alternative choices were collected by asking members to rate their likelihood of reenlisting on an eleven-point scale, from a low of 0 (no intention to reenlist) to 10 (100 percent chance of reenlisting). Thus, the lower the number given, the lower the probability of reenlisting. The average numeric response may be interpreted as a probability for the group. An average response of 4, for example, would mean that an average of 4 out of 10 respondents in that group are likely to reenlist.

Data for the individual Services are arrayed by the current YOS in Figure 5.11. Vertical bars in each YOS group represent the probability to reenlist under current policy. The higher the bar, the higher the average probability to reenlist for enlisted personnel in that group.

Figure 5.11

Average Probability of Reenlisting by Service and YOS



Source: 1985 Member Survey

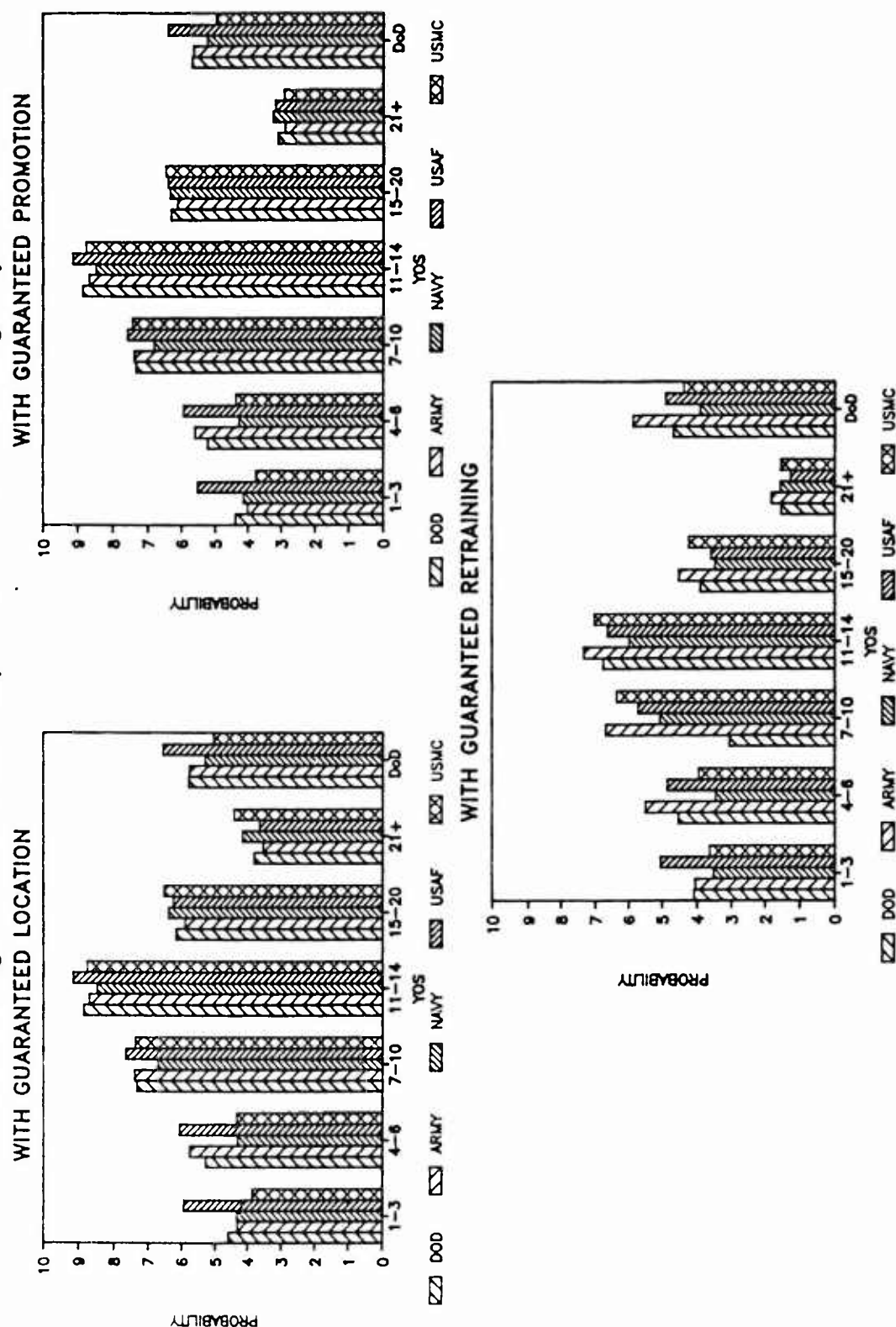
For all DoD enlisted personnel and for most of YOS groups for the individual Services, the expressed probability of reenlisting increases as the current YOS increases from the 1-3 group to the 11-14 year group. The probability of reenlisting declines beyond that point, as these personnel reach eligibility for retirement at 20 years of service. Thus, the average probability of reenlisting for personnel with less than three YOS is about 3 out of 10. This increases to over 8 in 10 in the 11 to 14 YOS group. For those beyond 20 YOS, about 3 of 10 intend to reenlist.

There are some Service variations in Figure 5.11. Air Force personnel at the lowest YOS level are more likely to project reenlistment than members of the other Services (4 in 10 compared to 3 in 10). Navy and Marine Corps probabilities are lower than the rest in the 4 to 6 YOS group, but the differences in the probabilities for the 7 to 21+ YOS groups are very minor.

When personnel were asked the probability of reenlisting with guaranteed assignment location, the response patterns were similar, although at higher levels (Figure 5.12). Guaranteed assignment location increased the overall DoD and individual Services' probability to reenlist to 6 in 10 from 5 in 10 with no choice. Again, the general pattern is for the probabilities to increase up to the 11-14 YOS point and fall beyond that. The Air Force was, again, highest at the lowest YOS point, and Navy and Marine Corps were noticeably lower at the 4 to 6 YOS point. The patterns were almost identical when members were asked the probability of reenlisting with guaranteed promotion (Figure 5.12).

The responses to the hypothetical offer of guaranteed retraining were quite different. The probability of reenlisting with guaranteed retraining was much higher at the lower YOS points than it was under either current policy or the other two alternative circumstances. The substantially higher Air Force probability at the lowest year group noted in the other cases was much smaller in this case, and the lower probability for the Marine Corps at the YOS 4-6 point disappeared. At YOS 4-6, the Navy was much closer to the other Services. The guaranteed retraining option raised probabilities

Figure 5.12
Average Probability of Reenlisting by YOS



Source: 1985 Member Survey

much more slowly over YOS than the other options. Probability peaked at 11 to 14 YOS and declined substantially for all Services beyond that. For senior personnel, only 2 in 10 at the 21+ point would reenlist with guaranteed retraining, compared to 4 in 10 with guaranteed location.

Figure 5.13 presents these data somewhat differently in order to highlight the impact of each of these hypothetical options in the individual Services. Positive bars show the option would increase probabilities of reenlisting compared to the current situation. Negative bars show the option would decrease the probability of reenlisting. Thus, for all the Services, guaranteed location appeared to be a more potent policy lever than either guaranteed retraining or promotion up to 10 YOS. Beyond the 11 to 14 YOS point (10 YOS for Marine Corps), large numbers of personnel responded they would not reenlist for retraining for a new career field.

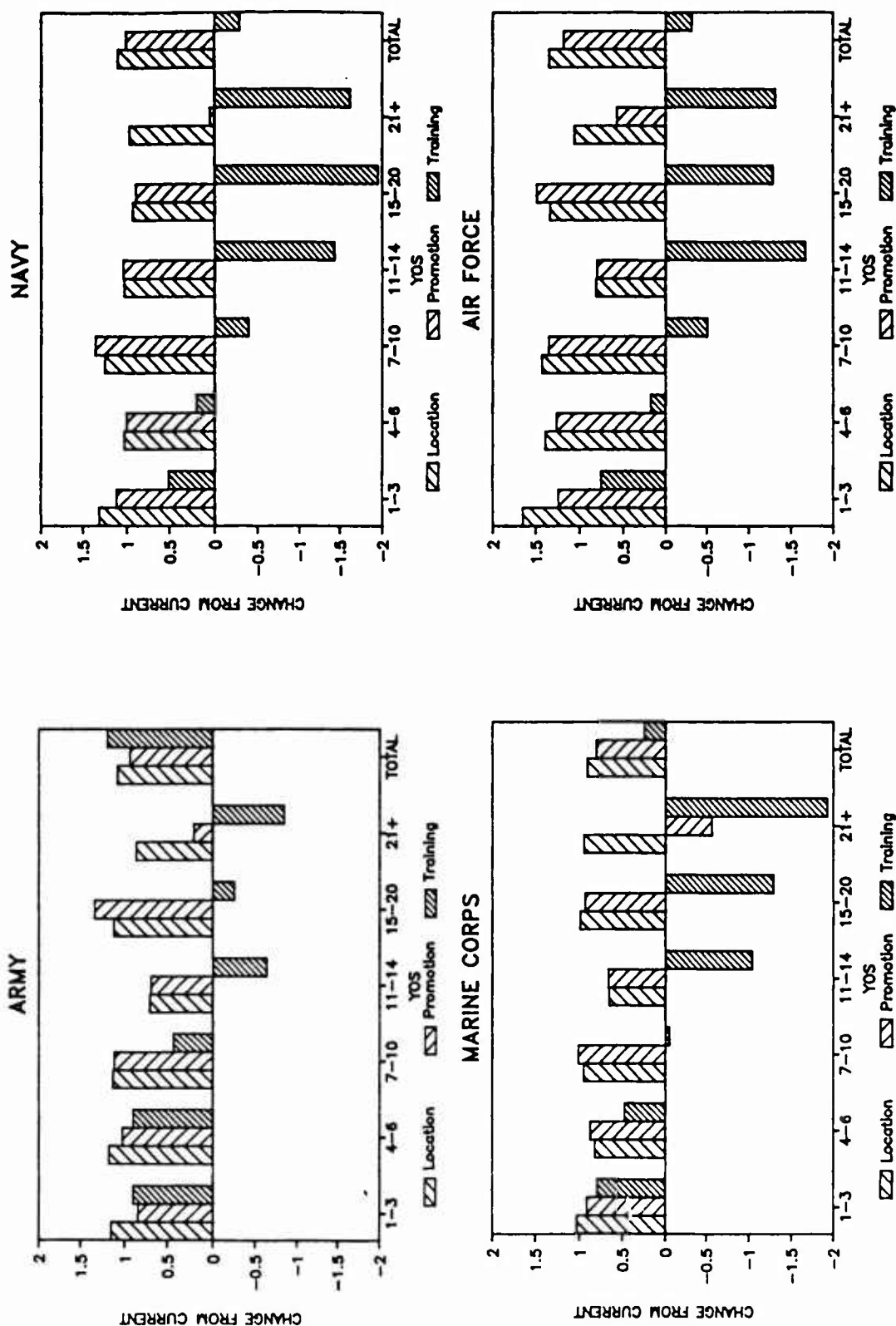
5.7 Intent to Join the National Guard/Reserves

The six Reserve Components--the Army, Navy, Marine Corps, and Air Force Reserve, and the Army and Air Force National Guard--provide a significant portion of the United States' military capability. These part-time military personnel (currently numbering almost 1.2 million), along with the pool of former active-duty military personnel with a remaining commitment to the Individual Ready Reserve and military retirees under age 60 form the majority of the immediately available manpower augmentation in wartime.

In order to maintain the size and capability of these Reserve Components, DoD expects both to recruit personnel with no active duty experience into these organizations and to encourage members leaving active-duty to continue their service in the Reserves. "Prior-service" accessions to the Reserves bring with them the training and experience which are critical to keeping the Reserve units capable and compatible with the active units with which they will serve in wartime.

To gauge the predisposition of current active-duty personnel to join the Reserve Components at the end of their active-duty time, survey respondents were asked:

Figure 5.13
Absolute Change in Probability of Reenlisting with Guarantees



Source: 1985 Member Survey

When you finally leave the military, do you plan to join a National Guard or Reserve unit?

Definitely yes

Probably yes

Don't know/Not sure

Probably/no

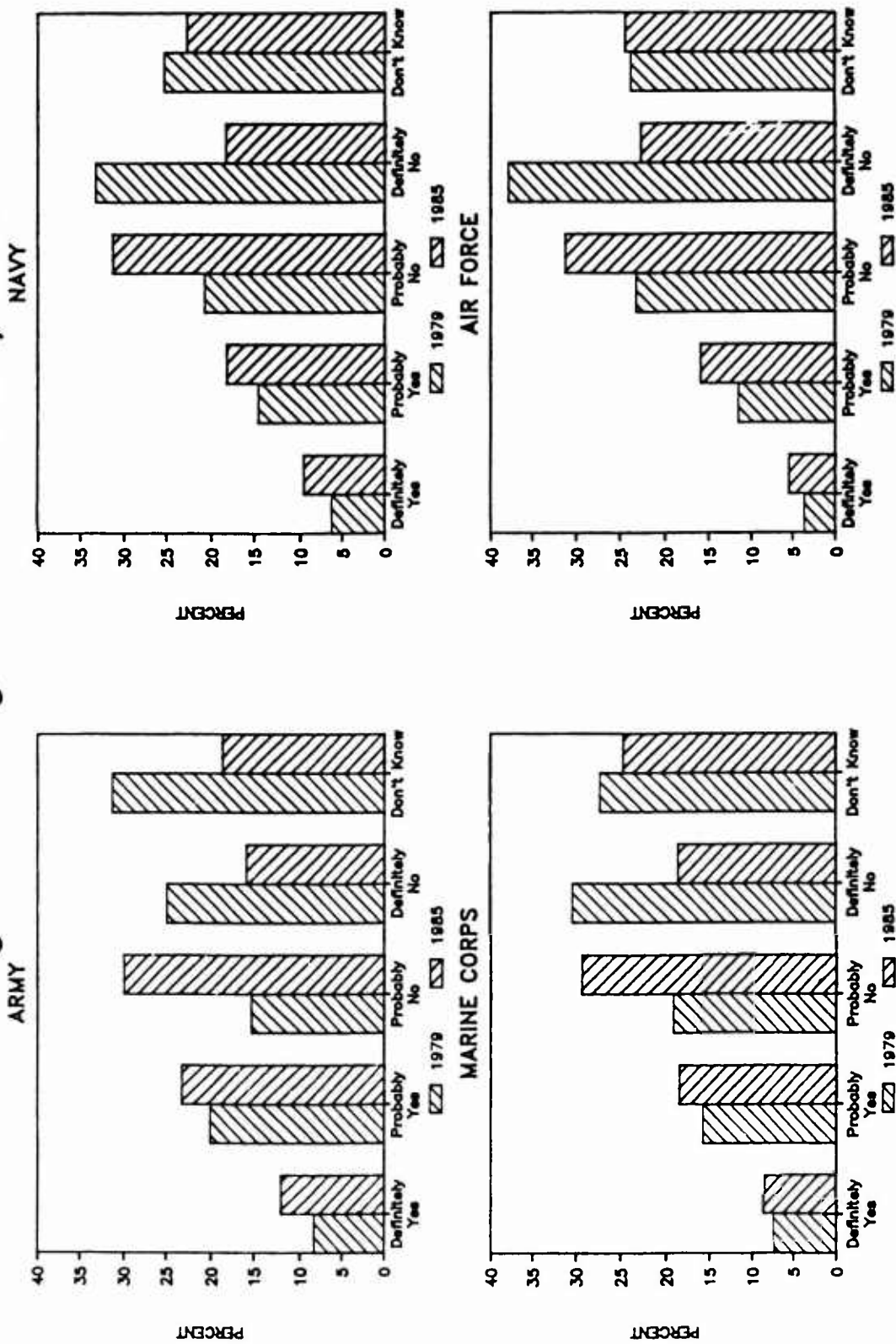
Definitely no

Responses to this question and to the identical question asked in the 1978/1979 DoD Survey are the basis for the data presented in this section.

Figure 5.14 presents the responses to this question for enlisted personnel in each Service for both the 1978/1979 and 1985 surveys. A common pattern characterizes the responses across the Services. Very few personnel in each year said that they would definitely join a National Guard/Reserve unit when they leave active duty. More said they would probably join. Even more said they would probably not join the Reserve Components. A substantial proportion said they did not know or were unsure of what they would do. In 1978/1979, the category with the highest response was "definitely no." In 1985, the proportion in this category declined significantly.

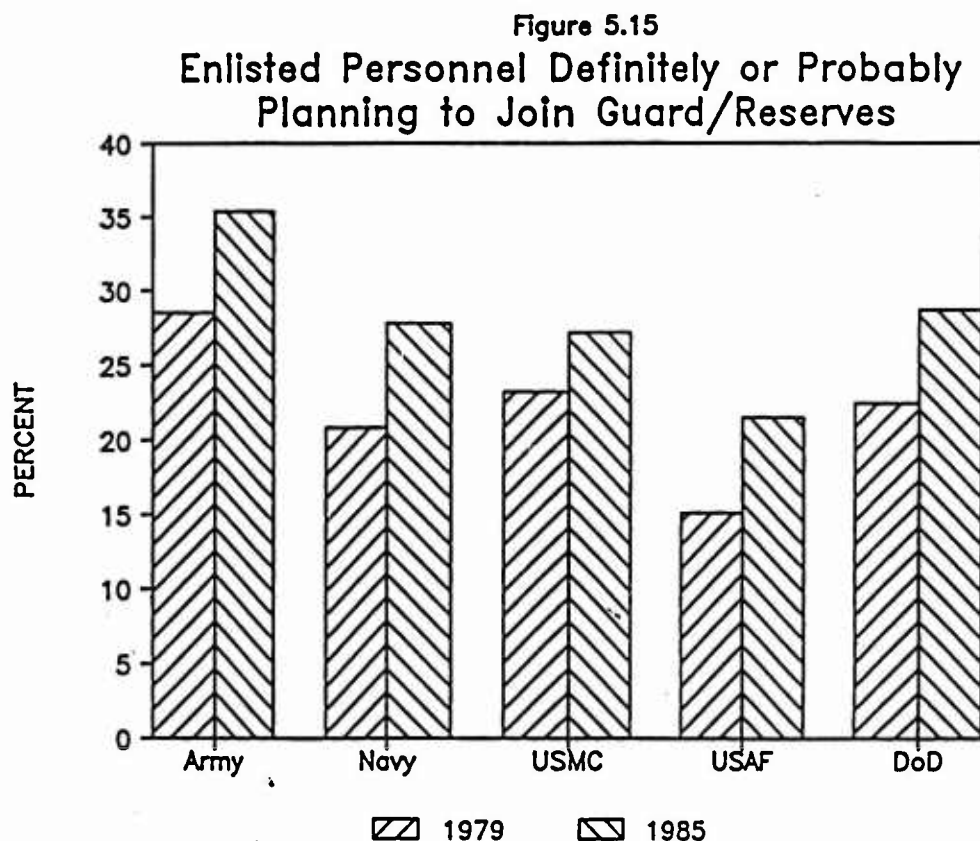
Army personnel were most likely to say that they will definitely or probably join a National Guard or Reserve unit (28 percent in these categories in 1979, 36 percent in 1985). Navy and Marine Corps personnel gave less positive responses to this question but, again, there was a shift to more positive responses (or at least less negative responses) from 1979 to 1985. Air Force personnel were least likely to respond positively (14 percent in 1979, 21 percent in 1985).

Figure 5.14
Percentage Planning to Join Guard/Reserve



Source: 1985 Member Survey

Figure 5.15 presents the percentage of the enlisted personnel positively responding (definitely or probably yes) in each Service and in both surveys.



More positive responses were given in 1985 than 1979 in each Service. The Army had the highest percentage of personnel responding positively to the question, followed by the Navy and the Air Force. In 1985, the Navy and Air Force were about even at 28 percent. The Marine Corps responses were the lowest, with about 23 percent saying they would definitely or probably join a Reserve Component when they leave active duty.

5.8 Summary

This chapter has presented data on the career plans and expectations of enlisted personnel. The following are the major findings:

- Reenlistment rates calculated from administrative records for both first-term and career personnel have been increasing since 1980, and the overall experience level of the enlisted force has increased. The survey data are consistent with a continuation of these trends.
- Enlisted personnel surveyed in 1985 expected to remain in the service longer than had respondents in the 1978/79 DoD Survey. This finding reflects the increased attractiveness of the Armed Forces as a career.
- Most enlisted personnel expect to be promoted at least once. Large numbers of those currently in the entry pay grades expect to achieve senior enlisted pay grades (E6 and above), but few expect to become officers.
- Guaranteeing location assignment and promotion would improve the projected probability of reenlisting for enlisted personnel, but guaranteed retraining would have minimal impact. Many senior enlisted personnel would not choose to reenlist for retraining.
- More enlisted personnel in the 1985 Member Survey said that they were likely to join a National Guard or Reserve unit when they completed their time on active duty than did so in the 1978/79 survey, but only about 25 to 30 percent responded positively to this question.

6. OFFICER CAREER PLANS AND RETENTION

6.1 Introduction

The Services expect to fill their future requirements for officers by retaining more current members rather than by recruiting more young men and women from a declining population of college graduates. A more experienced force is more expensive (in salary, support and retirement costs). However, the annual training costs for a longer military career are less than the costs for a shorter career.

In this chapter we present data on officers' career plans. The main variable used in this analysis is the number of years officers expect to remain in military service. Expectations are examined in terms of such important motivating factors as the officers' perceptions of morale, chances of finding attractive civilian employment, and satisfaction with several aspects of military life. Since length of military service is closely tied to promotion, officers' expectations regarding their own promotions in the near and long term are also examined. Finally, we show officers' plans for serving in the Reserve Components following time on active duty.

6.2 Number of Years Officers Expect to Serve

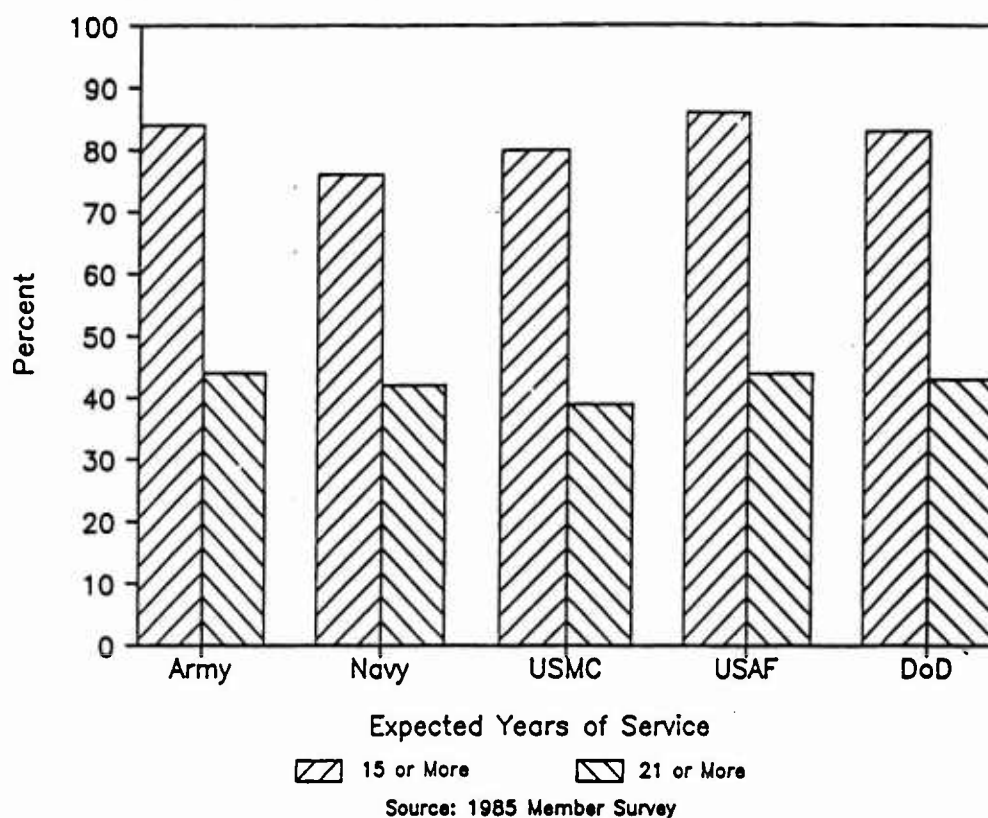
Officers were asked to estimate the number of years they would remain in the military:

When you finally leave the military, how many total years of service do you expect to have?

Figure 6.1 shows the percentages of all officers (with 10 or more months of service) who anticipated long careers for each Service and DoD overall.

Figure 6.1

Percentage Expecting to Serve 15 or More Years – 1985



The first bar for each group represents the percentage expecting to complete 15 or more years. This is virtually the same proportion who planned to serve at least until they qualify for retirement from the military with 20 years of service. The second bar represents the proportion who planned to serve longer than the minimum required for retirement.

More than four-fifths of the officers surveyed in 1985 planned to remain in the military 15 or more years. The proportions for the individual Services ranged from 76 percent of Navy officers to 86 percent of Air Force officers. Army officers (at 84 percent) and Marine Corps officers (at 80 percent) were in between.

Substantial proportions planned to serve more than 20 years. About two-fifths of all officers said they expected to complete 21 or more years of military service. Differences among the Services were minor.

In the 1985 Member Survey, officers expected longer military careers than in the 1978/79 DoD Survey. In the 1978/79 DoD Survey, approximately three-fourths of all officers planned to remain in the military for 15 or more years, while approximately one-third expected to serve for 21 or more years (Figure 6.2). Differences among the Services were small.

Figure 6.3 shows the absolute percentage-point change between the two surveys. Overall, the percentage of all officers expecting 15 or more years of service increased by almost 10 percentage points (from 74 to 83 percent). The increase in the percentage expecting to remain 21 or more years was about the same absolute amount (from 35 to 43 percent) but a relatively larger percent. Again, differences among the Services were very small.

6.2.1 Expected Years of Service and Current Year-of-Service

The group of officers serving their initial commitments is composed of both those who wish only to serve for a relatively few years as well as those who plan to serve at least 20 years. Those who do not like the military and/or those who are not promoted leave in the early years. Those in the higher YOS, therefore, are largely those who are experienced, committed, and successful. These officers are, of course, likely to expect to retire from the military after 20 or more years of service.

Figure 6.4 shows the percentage expecting to serve 15 or more years in the military by YOS and Service. Half of all officers serving in their first, second or third years expected to serve 15 or more years. This proportion increased steadily as YOS increased. Three-fifths of those in their fourth through sixth year, four-fifths of those in their seventh through tenth year, and nearly all of those in their eleventh through fourteenth year intended to serve in the military this long.

Figure 6.2

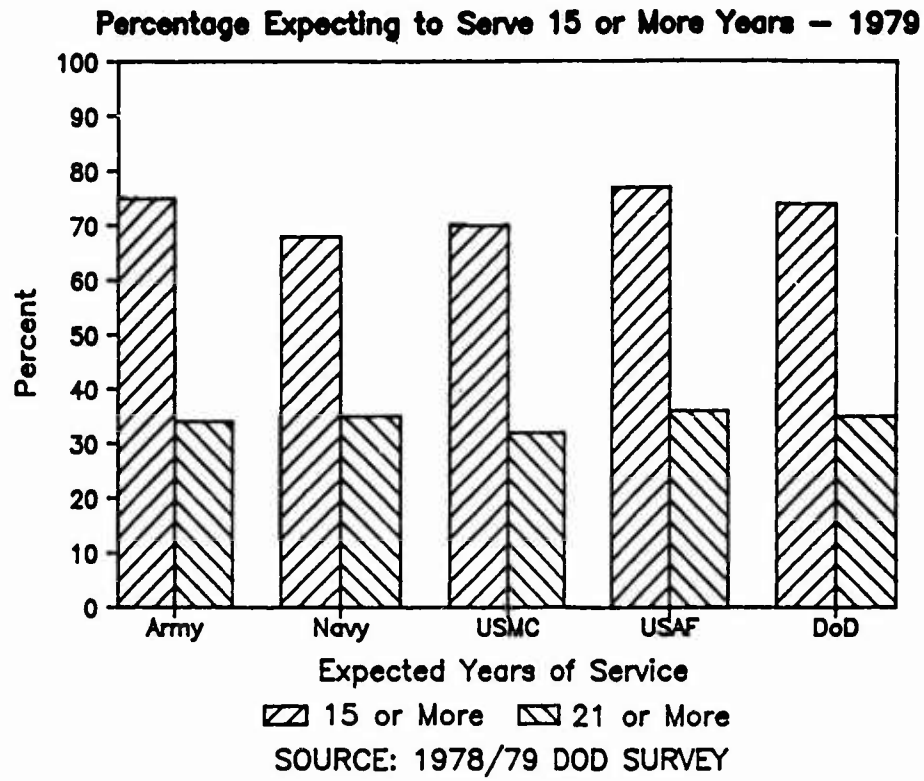


Figure 6.3

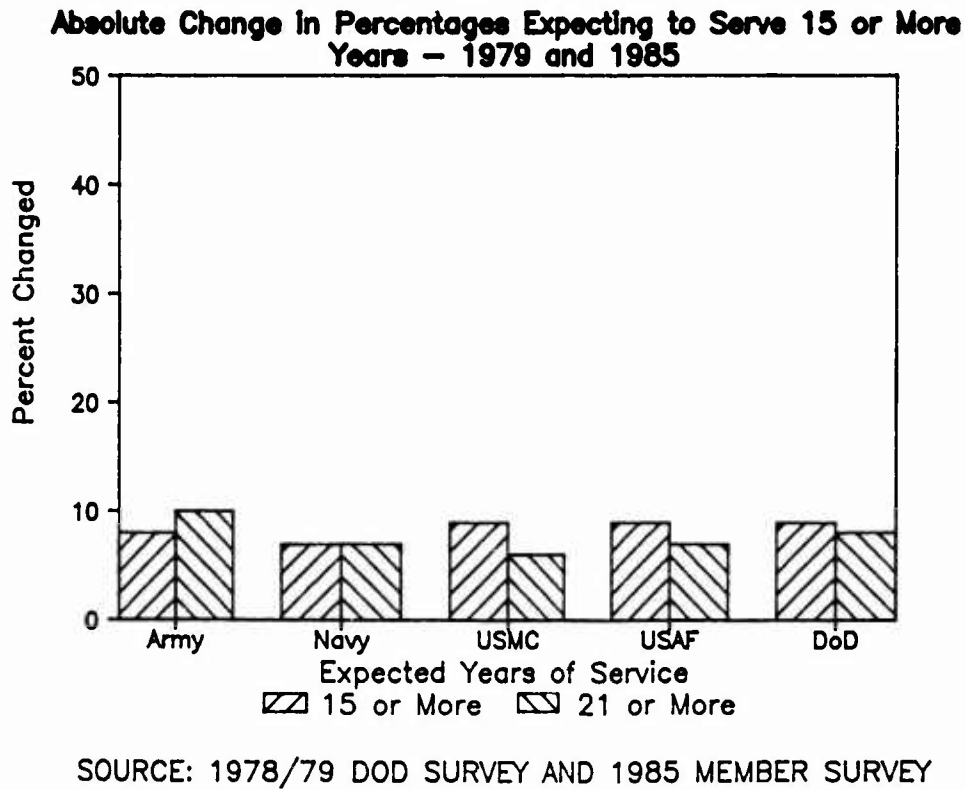
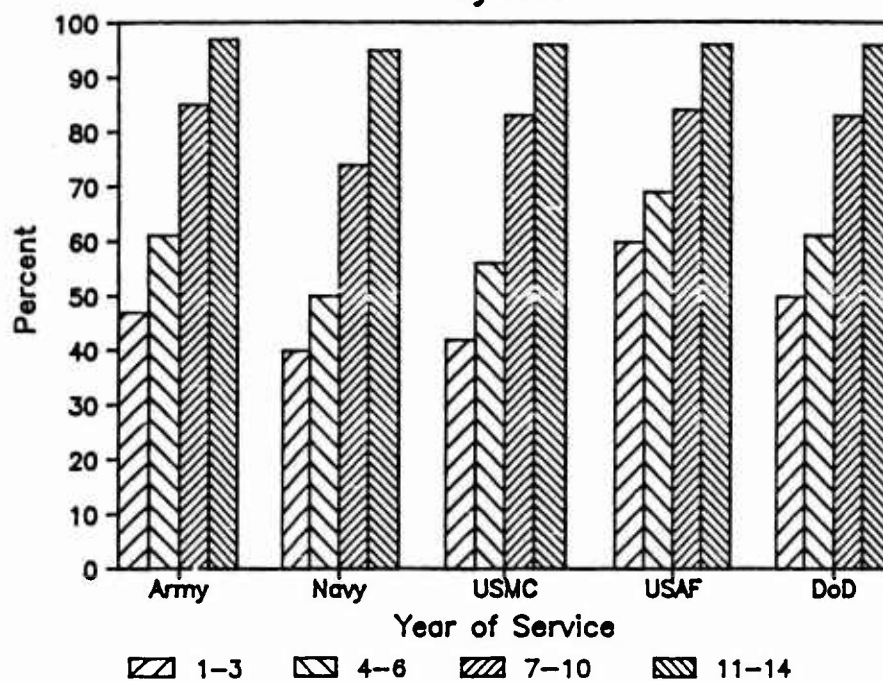
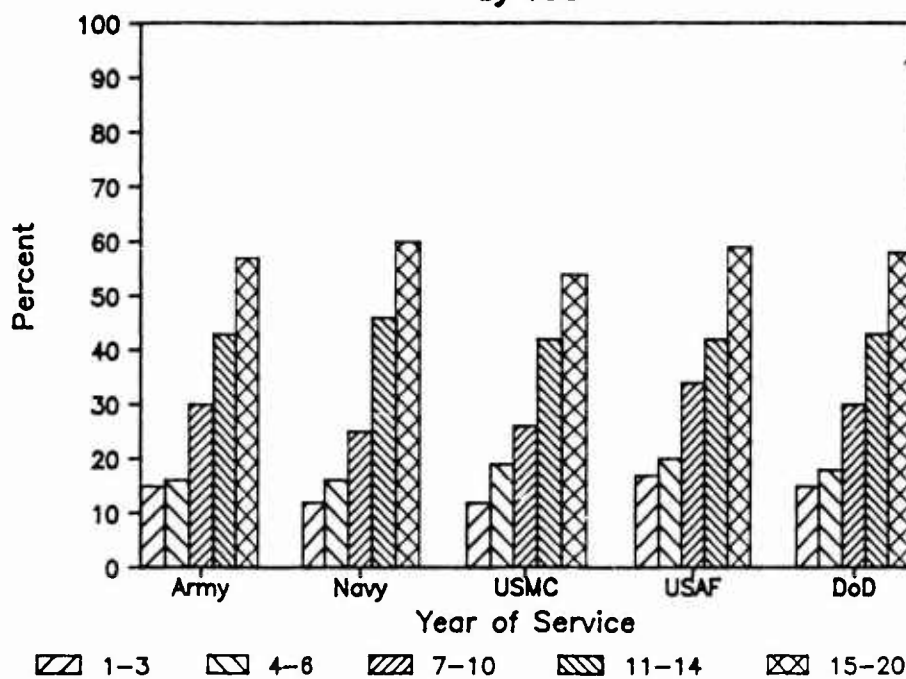


Figure 6.4
Percentage Expecting to Serve 15 or More Years
by YOS



SOURCE: 1985 MEMBER SURVEY

Figure 6.5
Percentage Expecting to Serve 21 or More Years
by YOS



SOURCE: 1985 MEMBER SURVEY

There were differences among the Services in officers' expectations of remaining in military service for 15 or more years. These differences were substantial among the least senior officers (those in their sixth YOS or less), but narrow in the higher YOS categories. For officers in the two lowest YOS categories, the differences among the Services covered a range of 20 percentage points. Air Force officers in their first to third YOS were most likely to expect to remain in the military for 15 or more years (60 percent); Navy officers were least likely (40 percent). Army and Marine Corps officers were in between (at 47 and 42 percent respectively). Officers in their fourth to sixth years in all Services were more likely than less experienced officers to expect to remain in the military for at least 15 years; the Services differed in about the same way as above.

For officers in their seventh to tenth YOS, the range of difference among the Services narrowed to 11 percentage points. Eighty-five percent of Army officers expected to remain in the military for 15 or more years; the percentages for the Marine Corps and Air Force were almost as high. Seventy-four percent of Navy officers expected military careers this long. By the time officers had reached their eleventh YOS (or higher), there was no difference by Service in their expectations of serving 15 or more years.

In Figure 6.5, we again see the general pattern of increasing proportions expecting long military service as YOS increases. One-fifth or fewer of all officers in the two lowest YOS categories expected to serve in the military longer than 20 years. Thirty percent of those in their seventh to tenth years expected to remain in the military this long, as did more than two-fifths of those in their eleventh to fourteenth years. Of those in years 15 through 20 (those approaching the 20-year retirement decision), about three-fifths said they expected to serve in the military longer than 20 years. Unlike the results for 15-20 year careers, there were no large systematic differences among the Services in the proportions of their officers intending to remain in the military for 21 or more years.

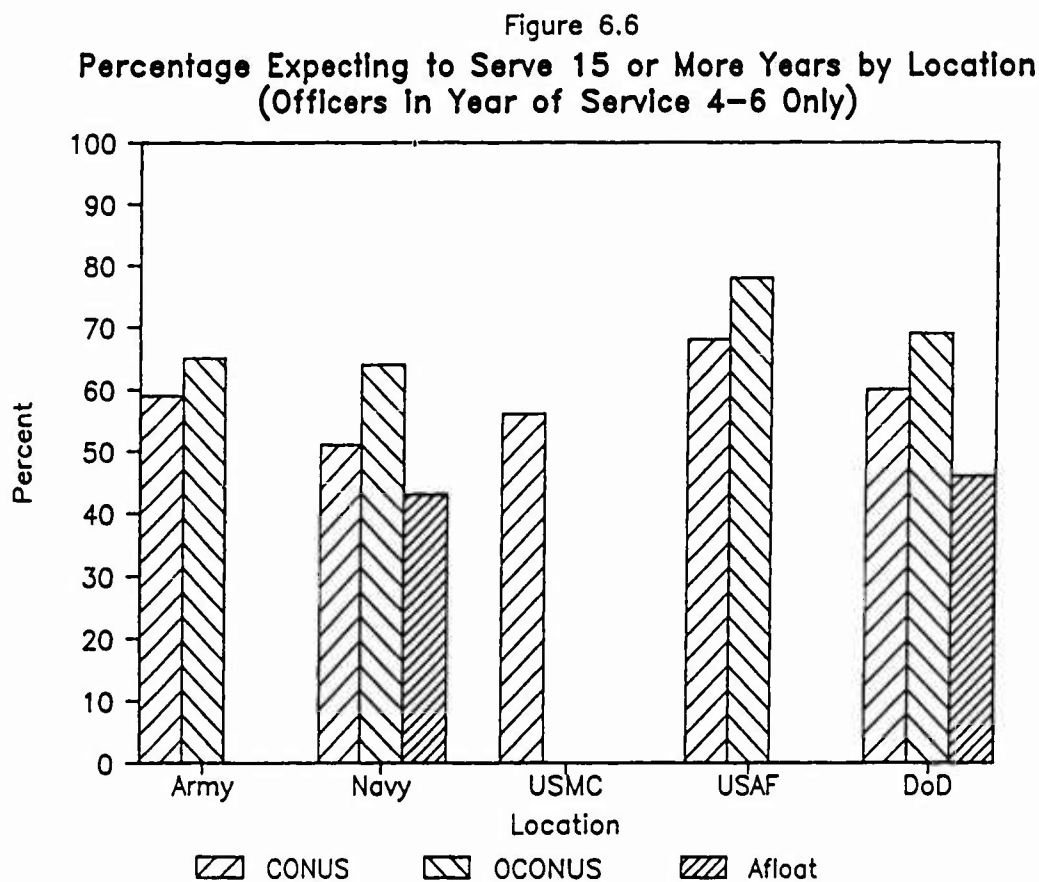
6.2.2 Motivations for Extended Military Service

A number of factors affect officers' length of military service. Some are reactions to conditions inherent to military service such as frequent PCS moves, the necessity for living and working overseas, military pay and benefits, and promotion policies. Others are external to the military, such as opportunities for civilian employment.

The effects of these factors on expectations for remaining in the military vary with length of service. It has long been observed that the economic pull of the retirement system, and the selection effects of the promotion process, combine to ensure that a large proportion of those remaining in the service for 10 years will remain in the service at least 20 years. We have just seen in Figure 6.4 that 95 percent or more of the officers at YOS 11 to 14 said they expected to serve this long. Thus, experiences in the early years of service are decisive in career decisions. This early period should be the focus of efforts to change overall retention rates.

Of particular interest are the effects of military conditions and civilian opportunities on the career intent of officers in the 4-6 YOS group. These individuals had military experience and had been promoted at least once. Yet they were substantially less likely, as a group, to expect to complete a 20-year military career than those at 7-10 YOS. (As we saw in Figure 6.4, more than 80 percent of those in the 7-10 year group expected to serve 15 or more years, compared to 60 percent of the 4-6 year group.) Figures 6.6 to 6.9 present data on the career intention of officers whose current YOS was 4-6 years, according to their situations or perceptions of other factors of interest.

Figure 6.6 shows the percentage who expected to remain in the military for 15 or more years by current location and Service. Sixty percent of those officers stationed in the continental United States (CONUS) expected to

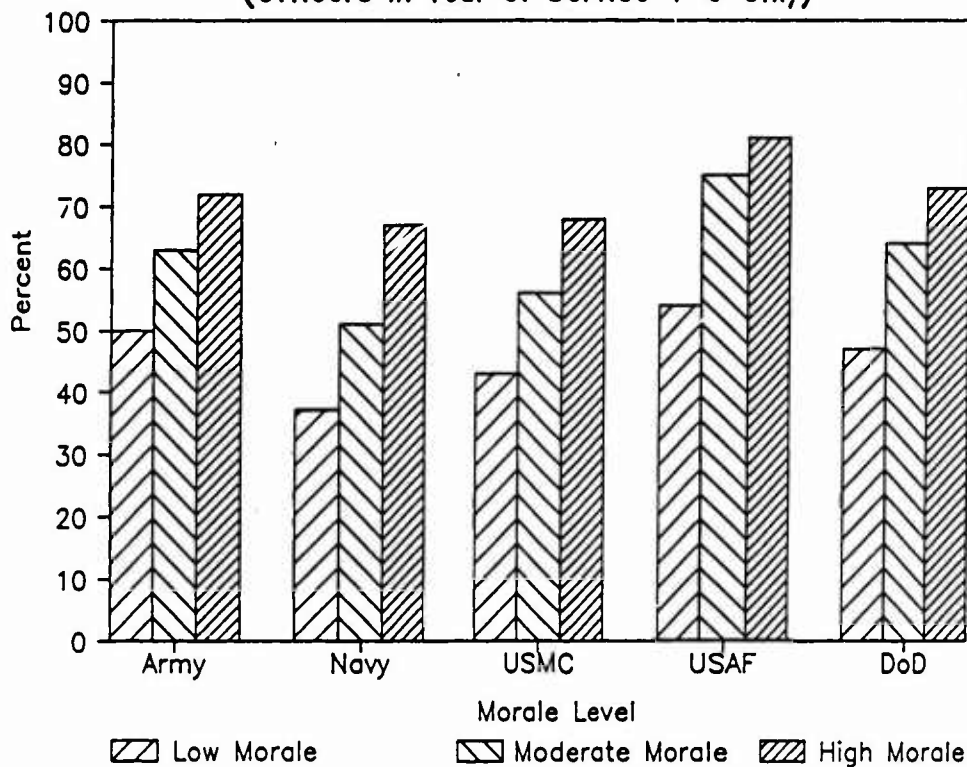


complete 15 or more years--about average for officers at 4-6 years of service. Among those stationed outside the continental U.S. (OCONUS), a larger proportion (69 percent) expected to serve 15 or more years. Among those afloat, a substantially smaller proportion (46 percent) expected to remain in the military that long. These differences appear to be especially strong for the Navy, although officers stationed OCONUS in the Army and Air Force were also more likely than those stationed in CONUS to expect to complete 15 or more years of service. (Army and Air Force officers are not stationed afloat. Although Marine Corps officers are stationed OCONUS and afloat, there were too few respondents for analysis from these locations.)

Figure 6.7 shows the percentage who expected to remain in the military for 15 or more years analyzed by their estimates of the morale at current location and Service. In the survey, members were asked to "describe the morale of military personnel at your current location" by rating it on a seven-point scale:

- 1 - Morale is very low
- 2 -
- 3 -
- 4 -
- 5 -
- 6 -
- 7 - Morale is very high

Figure 6.7
Percentage Expecting to Serve 15 or More Years by Morale at Location
(Officers In Year of Service 4-6 Only)



SOURCE: 1985 MEMBER SURVEY

Officers' responses to this question were divided into three categories for the present analysis: low (ratings of 1 - 3), moderate (4 or 5), and high (6 or 7). (More information on the survey results for perceptions of morale are presented in Chapter 7, below.)

Officers' perceptions of the morale at their location were also strongly related to their expected years of service (Figure 6.7). Those officers whose estimate of morale was categorized as "moderate" were about average for all those at 4-6 years of service (in each Service as well as DoD overall) in the proportion expecting to remain in the military for 15 or more years. Substantially fewer officers who saw morale as "low," however, expected to remain in the military for 15 or more years. Only about half of these officers, overall, expected to remain in the military this long--including about half of those in the Army and Air Force, and about two-fifths of those in the Navy and Marine Corps.

Those who estimated morale at their location as "high" were substantially more likely to expect to serve 15 or more years. Nearly three-fourths of these "high-morale" officers expected to serve this long--including four-fifths of those in the Air Force, almost three-fourths of those in the Army, and about two-thirds of those in the Navy and Marine Corps.

Estimates of morale and expectations of 15 or more years of service varied together. For DoD overall, 47 percent of officers who said morale was low expected 15 or more years of service, and 73 percent of officers who said morale was high expected to remain in the military that long. The magnitude of the differences for each Service is about the same.

Figure 6.8 presents a similar analysis for expected years of service for officers in the 4-6 year group, according to their perceptions of the possibility of getting a good civilian job. The survey question that produced data on these perceptions was:

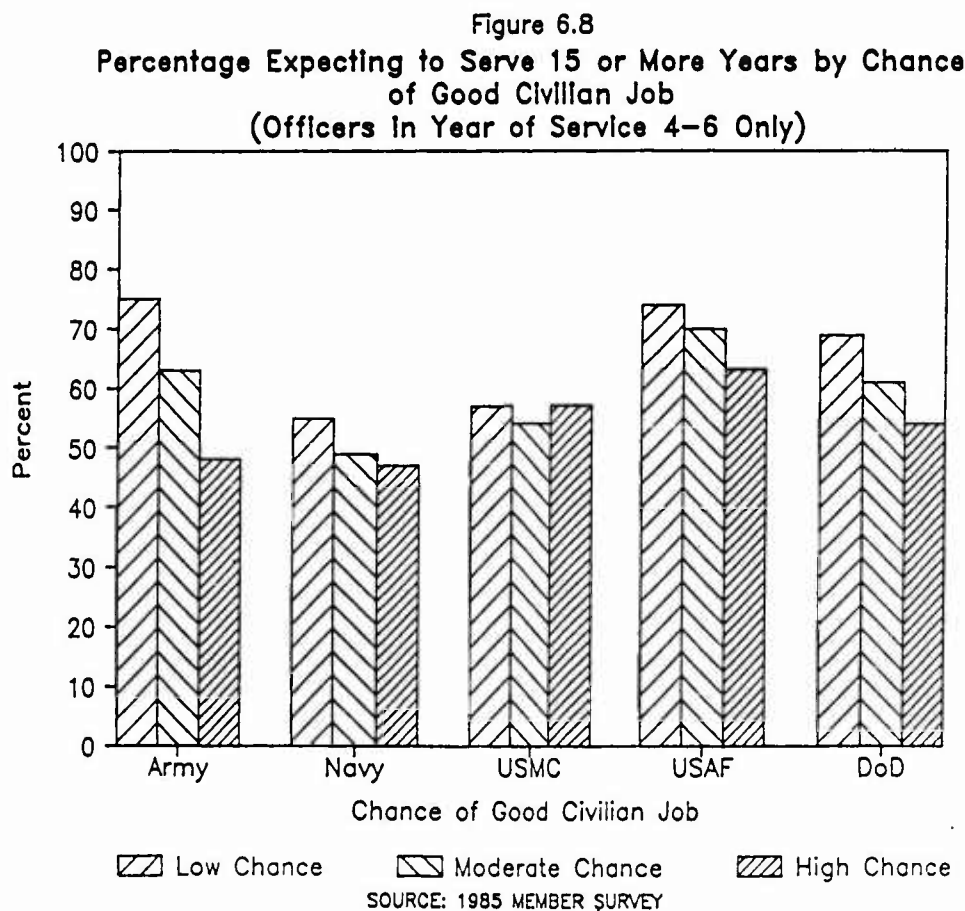
If you were to leave the Service NOW and tried to find a civilian job, how likely would you be to find a good civilian job? (Mark one)

- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable

(8 in 10) Very probable
 (9 in 10) Almost sure
 (10 in 10) Certain

Responses to that question (not shown) indicate that one-third of all officers believed their chances to be "Certain;" just over two-thirds believed them to be at least "Very probable." There was little difference among the Services in this respect. The responses were categorized as high, moderate and low for the presentation. Responses of "Certain" were classified as high, "Very probable" or "Almost sure" as moderate, and "probable" or less as low.

Figure 6.8, then, shows the percentages of officers (at YOS 4-6) expecting to remain in the military for 15 or more years, according to how they rated their chances of finding a good civilian job. Again the officers rating their chances as "moderate" were about average in the proportions expecting to complete at least 15 years of service both in DoD overall and in each



Service. Overall, about 60 percent of those who said their chances of finding a good civilian job were "moderate" expected to be in the military for 15 or more years. Those who rated their chances of getting a good civilian job as "low," however, were more likely to expect to remain in the military this long about 70 percent overall. Just over 50 percent of those whose ratings were "high" expected to remain in the military this long.

The effect that perceptions about chances for a good civilian job had on expected years of service differed by Service. For the Army, as officers' ratings of their chances for a good civilian job rose, the proportions expecting to remain in the military 15 or more years decreased 27 percentage points (from 75 percent for those with low ratings to 48 percent for those with high ratings). The decrease for Navy officers and Air Force officers was about 10 percentage points. For Marine Corps officers, there were no important differences in expected years of service by perceived chances of obtaining a good civilian job.

Finally, Figure 6.9 presents a similar analysis of expected years of service among officers at 4 - 6 years according to their satisfaction with four aspects of military life:

- military income (pay and allowances),
- frequency of moves,
- retirement benefits, and
- promotion opportunities.

The data on satisfaction are from a survey question that asked:

Below is a list of issues particular to a military way of life. Considering current policies, please indicate your level of satisfaction/dissatisfaction with each issue.

For each item, mark if you are:

Very satisfied
Satisfied
Neither satisfied nor dissatisfied
Dissatisfied
Very dissatisfied

For the present analysis we have grouped the responses into two categories:

- satisfied (including those who answered "very satisfied" and "satisfied") and
- not satisfied (including those who answered "neither...", "dissatisfied," and "very dissatisfied").

Figure 6.9 has three graphs. One, labelled "satisfied" shows the percentages of officers (at 4 - 6 years of service) who were "satisfied" with the aspect of military life shown and who expected to remain in the military for 15 or more years. More simply, this graph shows the effects of being satisfied with each of the four aspects of military life on expected years of service. The second, labelled "not satisfied" shows the percentages of these officers categorized as "not satisfied" who expected to remain in the military this long. The third, labelled "Difference," summarizes the information in the two previous graphs by showing the percentage point differences in the expectation of 15 or more years of service between "satisfied" and "not satisfied" officers.

There is little difference among the four selected aspects of military life in the proportions expecting to remain in the military for 15 or more years (Figure 6.9). Satisfaction with military income was associated with the lowest percentage expecting to remain in the military for 15 or more years for most Services, and satisfaction with promotion opportunities was associated with the highest percentage. Within Service, the percentage-point differences between these low and high extremes were small and inconsistent.

The percentages of satisfied officers expecting to serve for 15 or more years were not much above the averages for the total 4-6 YOS group in each Service: 61 percent for the Army, 50 percent for the Navy, 56 percent for the Marine Corps, and 69 percent for the Air Force (see Figure 6.4).

Examination of the data for "not satisfied" officers in Figure 6.9 suggests that not being satisfied with some of these aspects of military life may reduce the intent to serve 20 or more years. The proportions intending to serve 15 or more years were below the Service averages for the 4-6 YOS group for those "not satisfied" with retirement benefits in all Services. Those not satisfied with promotion opportunities were substantially below the Service averages in the Army, Marine Corps, and Air Force. Air Force officers who were not satisfied with frequency of moves also appear to be below average in the rate at which they expect to remain 15 or more years. Those not satisfied with military income were near the average in all Services.

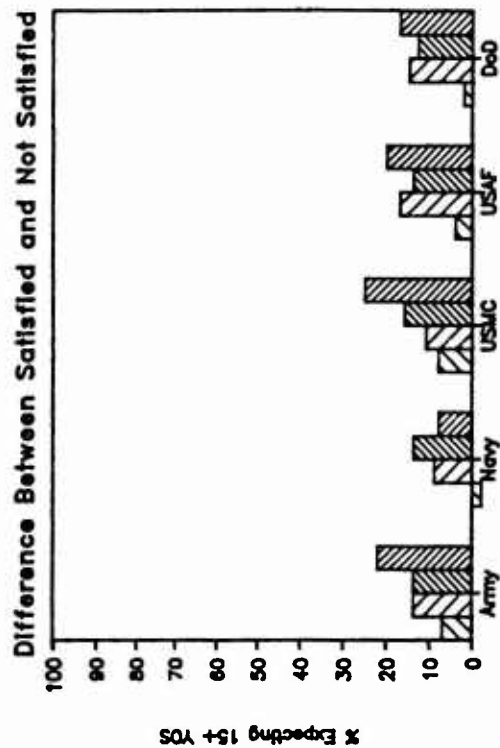
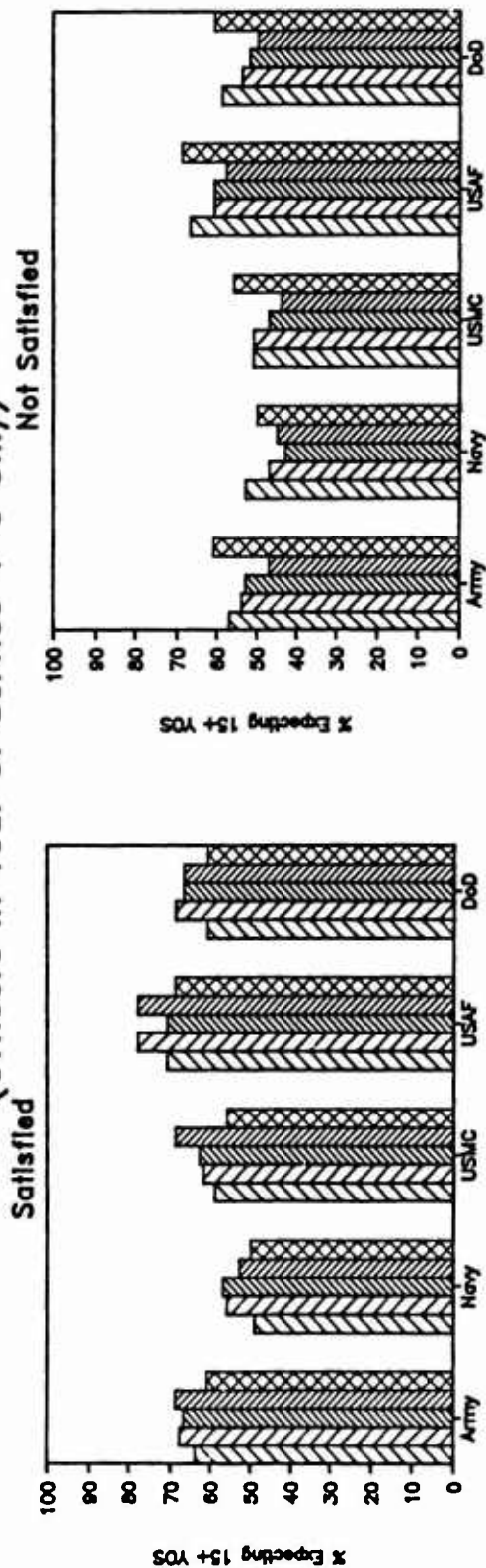
The graph labelled "Difference Between Satisfied and Not Satisfied" shows the difference in percentage points between those expecting to remain in the military 15 or more years for those who were "not satisfied" and those who were "satisfied" with an aspect of military life. Among officers who expressed satisfaction with promotion opportunities, the rate of those who said they expected to serve 15 or more years was substantially higher--by 20 to 25 percentage points--than the rates for those not satisfied, in each Service except the Navy. The rates for those satisfied with retirement benefits were 14 to 16 percentage points higher in every Service. Satisfaction with frequency of moves appeared to be similar for young officers in the Army, Marine Corps, and Air Force. Relatively speaking, there was little difference based on satisfaction with military income in any Service.

6.3 Highest Expected Pay Grade

Expectations about length of service and expectations about pay grade were closely related because remaining in the military depends, to a considerable extent, on being promoted. Members were asked:

When you finally leave the military, what pay grade do you think you will have?

Figure 6.9
**Percentage Expecting to Serve 15 or More Years by
 Level of Satisfaction with Aspects of Military Life**
 (Officers in Year of Service 4-6 Only)



Aspects of Military Life

Military Income

Frequency of Moves

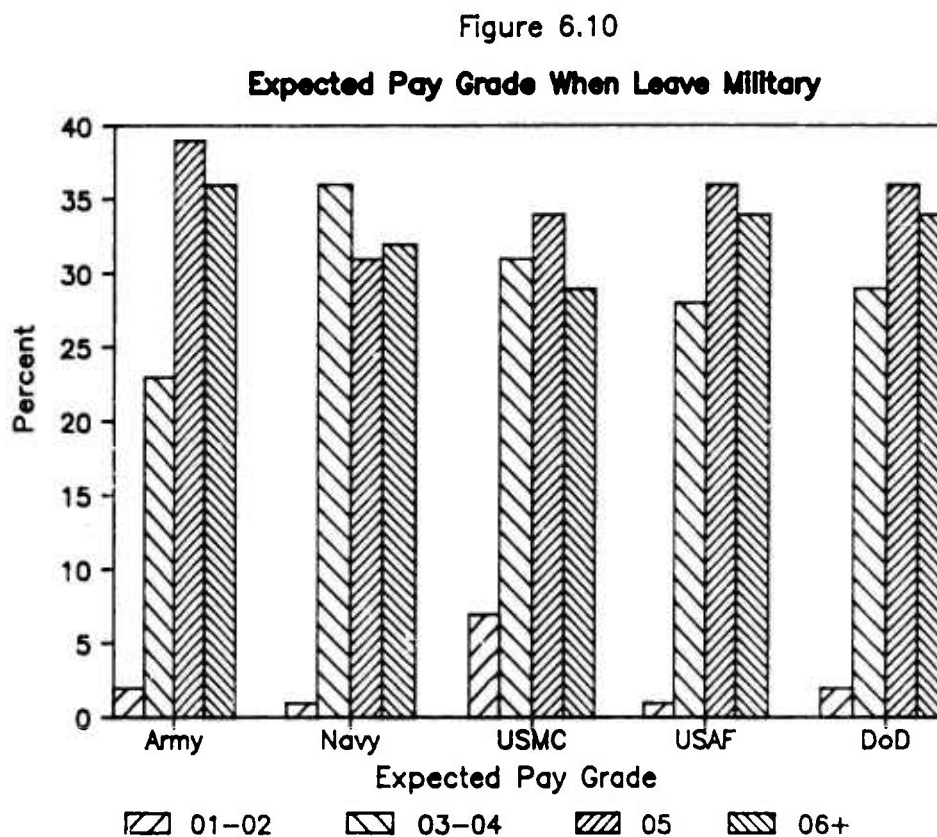
Retirement Benefits

Promotion Opportunities

All Officers in Year of Service 4-6

Source: 1985 Member Survey

Figure 6.10 shows the results by Service. Overall, about 2 percent of officers expected to leave the military while still in the lowest ranks, 01 and 02 (Ensign and Lieutenant JG in the Navy, lieutenants in the other Services). About 30 percent expected to attain pay grade 03 (Lieutenant in the Navy, Captain in the other Services) or 04 (Lt. Commander in the Navy, Major in the other Services). Nearly 40 percent expected to attain grade 05 (Commander in the Navy, Lt. Colonel in the other Services). About one-third expected to attain pay grade 06 or above.



There were some differences among the Services in the highest pay grade expected. Three-fourths of Army officers and 70 percent of Air Force officers expected to attain pay grade 05 or above in their military careers, compared to 63 percent of Navy and Marine Corps officers.

Expectations about the highest pay grade that will be obtained depended to some extent on current pay grade, as expectations about total length of service depended to some extent on current length of service. Table 6.1 shows highest pay grade expected according to current pay grade and Service. Not surprisingly, the expectation of reaching high rank increases as current pay grade increases. About half of the officers currently in pay grade 01 or 02 expects to reach pay grade 05 or above (with about one-quarter expecting to reach 06 or above). Two-thirds of officers at pay grade 03 or 04 expect to reach pay grade 05 or above (with about one-fourth expecting to reach pay grade 06 or above). Just over three-fifths of officers at pay grade 05 or above expected to reach 06 or above.

Table 6.1

Highest Expected Pay Grade by Current Pay Grade and Service
for Officers, 1985

Current Pay Grade/ Highest Expected	Army	Navy	Marine Corps	Air Force	DoD
<u>01 - 02</u>					
01-02	8%	5%	20%	6%	8%
03-04	42	55	39	38	43
05	23	18	19	25	22
06+	26	22	22	31	27
	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
<u>03 - 04</u>					
03-04	26%	40%	32%	33%	32%
05	45	35	45	41	41
06+	29	25	23	26	27
	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
<u>05</u>					
05	55%	52%	49%	55%	54%
06+	45	48	51	45	46

Source: 1985 Member Survey

At the same time, the expectation that one's current pay grade (or the next highest pay grade) will be the highest attained increased as current pay grade increased. Fewer than 10 percent of officers in the lowest pay grades said that pay grade 01 or 02 will be their highest, compared to one-third of officers in pay grade 03 or 04 (who said that 03 or 04 will be their highest pay grade), and just over half of officers in pay grade 05 (who said that this will be their highest pay grade).

There were differences in pay grade expectations among the Services, especially at the lower pay grades. About two-fifths of Navy and Marine Corps officers at pay grade 01 or 02 expected promotion to pay grade 05 or above compared to half of Army officers and 56 percent of Air Force officers. At the same time, one-fifth of Marine Corps officers at pay grade 01 or 02 expected to be at that rank when they leave the military, compared to 5 to 8 percent in the other Services.

Similar inter-Service differences remained for officers at pay grade 03 or 04. Three-fourths of Army officers currently in these pay grades expected promotion to pay grade 05 or above, compared to two-thirds of Marine Corps and Air Force officers and three-fifths of Navy officers. About one-fourth in each Service, however, expected promotion to 06 or above. Between 45 and 51 percent of officers currently at pay grade 05 in each Service expected pay grade 06 or above to be their highest pay grade.

Officers were asked about their chances of promotion to the next pay grade:

What do you think your chances are of being promoted to the next higher pay grade? (Mark one)

Does not apply, I plan to retire
Does not apply, I plan to leave the Service
Does not apply, I do not expect any more promotions

(0 in 10) No chance
(1 in 10) Very slight possibility
(2 in 10) Slight possibility
(3 in 10) Some possibility
(4 in 10) Fair possibility
(5 in 10) Fairly good possibility
(6 in 10) Good possibility

- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain

For this presentation, responses labeled "does not apply, I do not expect any more promotions" were combined with those labeled "(0 in 10) No chance." (Those planning to retire or leave the Service were excluded.)

The results are shown by Service in Table 6.2. The majority in each Service expected promotion. Overall, about three-fifths of the officer force believed their chances of promotion to the next highest pay grade were "very probable" or better. The proportions stating this belief in the Services ranged from 57 percent in the Air Force to 63 percent in the Army. About one-fifth of all officers and those in the Army, Navy and Marine Corps believed their chances for one more promotion were "(5 in 10) Fairly good possibility" or less; one-fourth of the Air Force officers rated their chances for promotion this low.

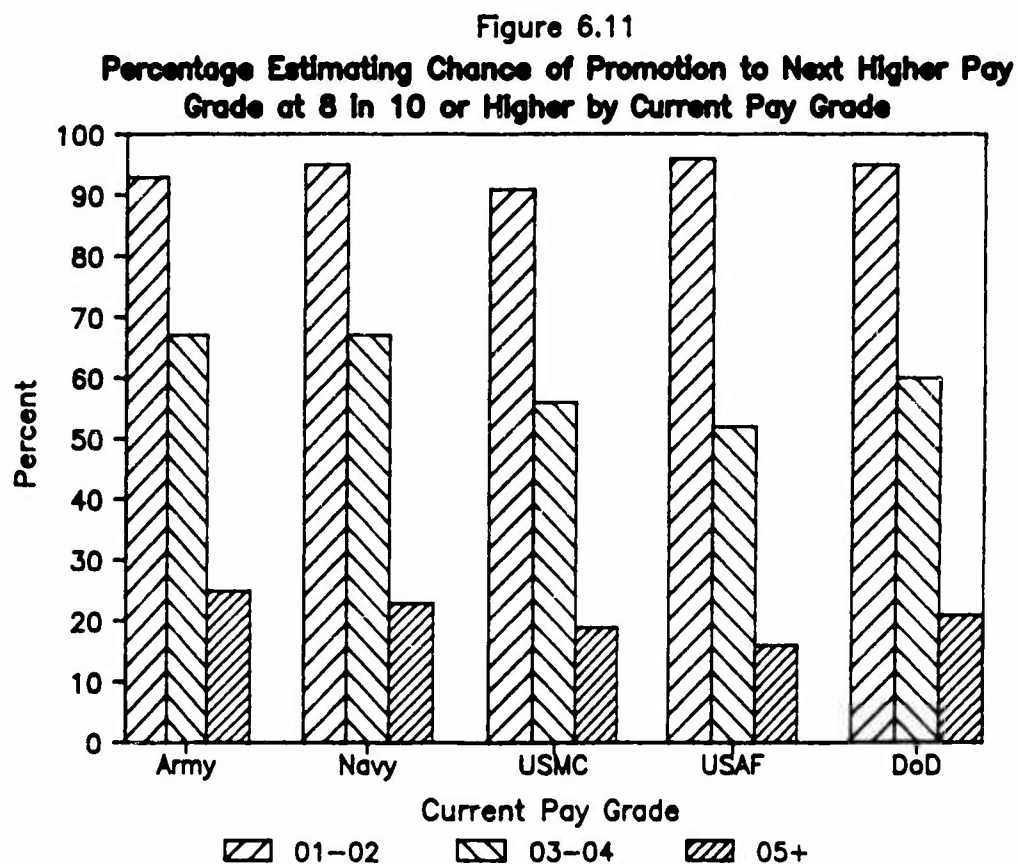
Table 6.2.

Estimated Chances of Promotion by Service

Chance for for Promotion	Army	Navy	Marine Corps	Air Force	DoD
Slight possibility or less	10%	11%	7%	12%	11%
Some - Fairly good possibility	12	9	12	14	12
Good possibility to Probable	15	13	16	17	15
Very probable to Almost certain	31	32	31	28	30
Certain	32	35	33	29	31
	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>

Source: 1985 Member Survey

Officers' certainty that they would be promoted to the next highest pay grade declined as their current rank increased. Figure 6.11 shows the percentage in current pay grade categories, by Service, who said that their chances of promotion were "(8 in 10) Very probable" or higher. Nearly all officers in the lowest pay grades believed their chances for promotion were this good. There were only small inter-Service differences in this regard; the proportions of lower pay grade officers here ranged from 91 percent in the Marine Corps to 96 percent in the Air Force.



SOURCE: 1985 MEMBER SURVEY

Three-fifths of officers in the middle ranks, 03 and 04, believed their chances for promotion were "very probable" or better. The inter-Service differences for this group of officers were more pronounced. About half of middle-rank Air Force officers believed their chances for promotion were this good compared to three-fifths of those in the Marine Corps and two-thirds of those in the Army and Navy.

One-fifth of officers in pay grade 05 or above rated their chances for promotion as "very probable" or better. Inter-Service differences were notable but less pronounced for these higher ranked officers than for officers in the middle ranks. The proportions rating their chances for promotion this high ranged from 16 percent in the Air Force to 25 percent in the Army.

6.4 Intent to Join the National Guard/Reserves

Since the end of conscription, the Department of Defense has increasingly emphasized the concept of the Total Force--Active and Reserve Components together meeting the wartime manpower and force structure requirements. In order to meet the Reserve Components' manpower requirements under the Total Force concept, a large number of personnel completing active duty prior to retirement must then join the Reserves. To measure the probable success of this strategy in the future, members were asked about their intent to join the National Guard or the Reserve upon leaving active duty.

When you finally leave the military, do you plan to join a National Guard or Reserve unit? (Mark one)

Definitely Yes
Probably Yes
Don't Know/Not Sure
Probably No
Definitely No

Figure 6.12 shows the responses by Service. Overall about one-fourth of the officer force definitely or probably would join a National Guard or Reserve unit upon leaving active duty, one-fifth were unsure, and almost three-fifths planned not to join a Reserve Component. One-

Figure 6.12

Intention to Join National Guard/Reserves – 1985

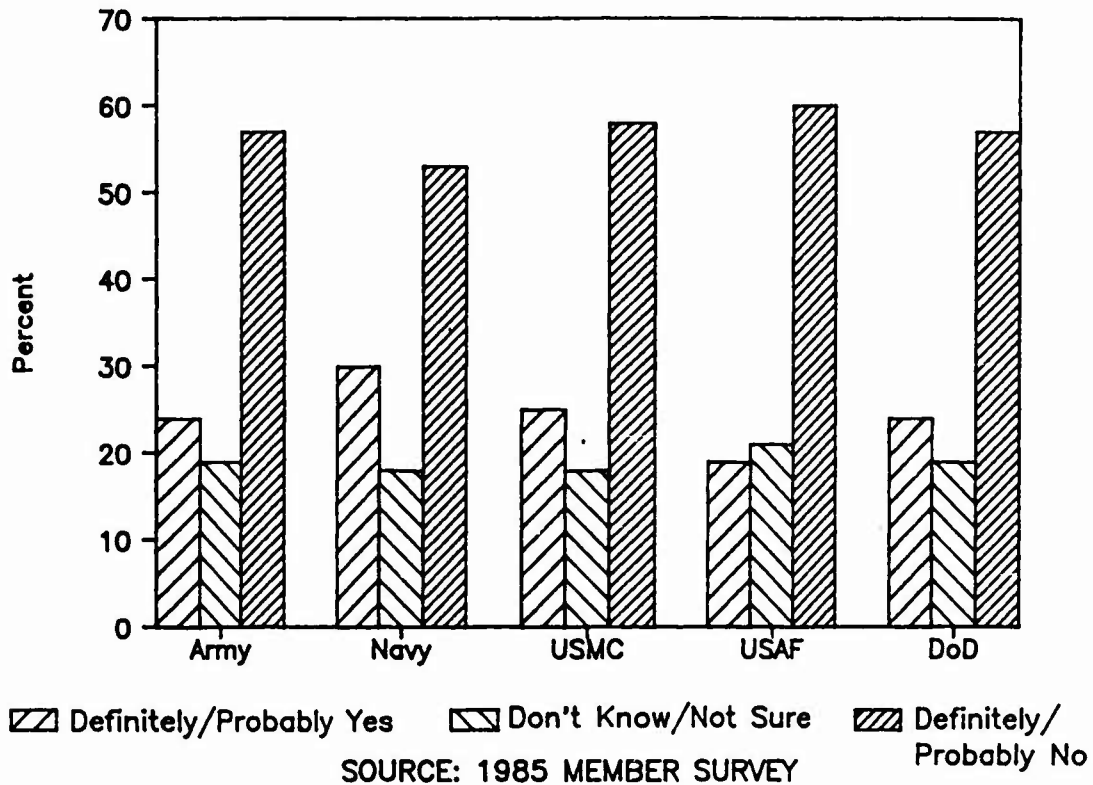
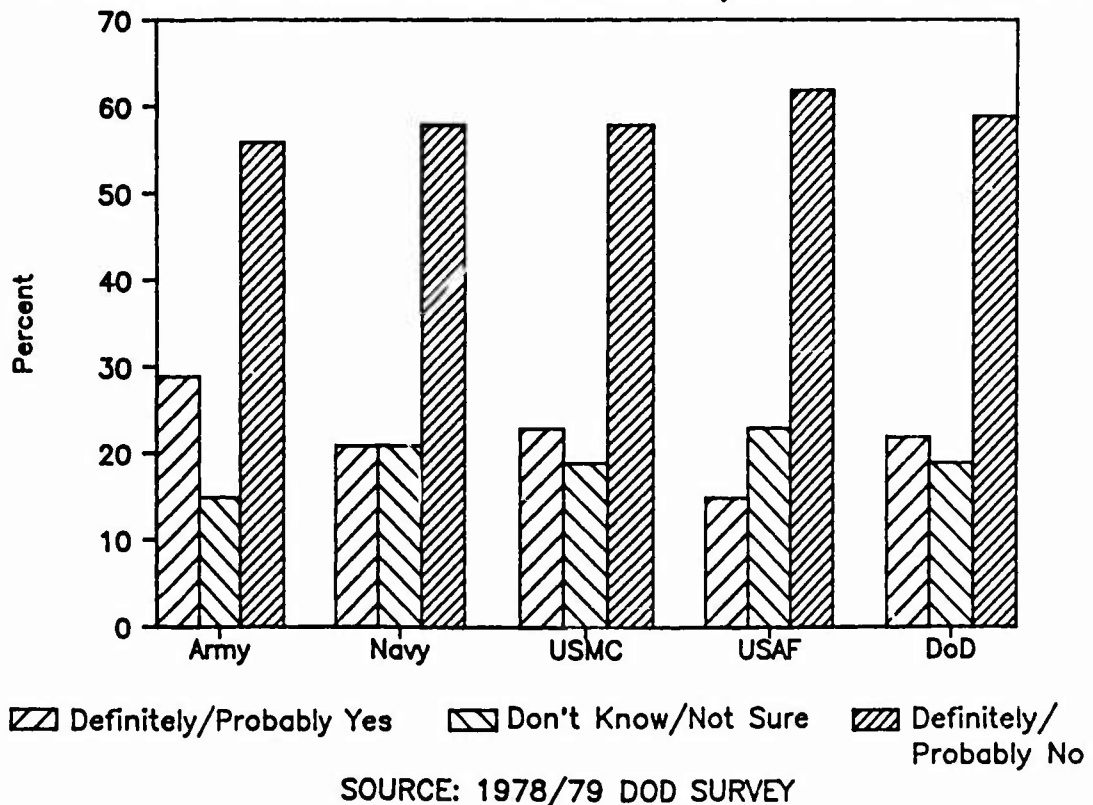


Figure 6.13

Intention to Join National Guard/Reserves – 1979



fifth of Air Force officers planned to join the Reserve Component, as did one-fourth of Army and Marine Corps officers and 30 percent of Navy officers.

The question about plans to join the National Guard or Reserves was asked in the 1978/79 DoD Survey as well. Figure 6.13 shows the 1979 responses by Service. The proportion of officers planning to join the Reserve Components was about 2 percentage points higher in the spring of 1985 than in the spring of 1979.

The Services differed in the changes observed. The Marine Corps and Air Force both showed small increases in the proportions planning to join the Reserve Components--2 percentage points in the Marine Corps (from 23 to 25 percent) and 4 percentage points in the Air Force. There was a more substantial increase for Navy officers--9 percentage points (from 15 to 19 percent). Army officers were less likely than previously to say they planned to join a National Guard or Reserve unit. For this group, the proportion saying "Yes" declined 5 percentage points (from 29 percent to 24 percent). Further examination of Figures 6.12 and 6.13 shows that this change was a function of increased uncertainty about Reserve service among Army officers. There was no difference between the two surveys in the proportions of Army officers saying "No," while there was a small increase over time in the proportion saying they were "Not Sure."

6.5 Summary

In this chapter, we have examined officers' military career plans. Among the major conclusions are:

- The great majority of officers in all four Services planned to serve in the military at least 20 years (the minimum service required for retirement); substantial proportions planned to serve longer.

- The proportions of officers expecting to serve at least 20 years increased in all Services since the 1978/79 DoD Survey.
- Officers' expectations of a military career of at least 20 years, as well as more than 20 years, increased substantially as length of service increased.
- For young officers--those in their fourth to sixth year of service--satisfaction with promotion opportunities, retirement benefits and frequency of moves increased the likelihood of expecting 20 or more years of military service.
- The majority of officers expected promotion to the next highest grade.
- Officers' intentions of joining a National Guard or Reserve unit upon leaving active duty increased somewhat since the 1978/79 DoD Survey.

7. PERCEPTIONS OF MORALE AND INDIVIDUAL PREPAREDNESS

7.1 Introduction

Earlier chapters noted the improvement in the quality of military personnel and in the performance of the military personnel system between the 1978/79 Survey of Officers and Enlisted Personnel and the current survey. Changes in education, entrance test scores, and retention have been dramatic. The improved ability of the military to carry out national policy, especially to deter conflict, is the most critical expected result of these changes in personnel quality and performance. The ability to deter war, and to be prepared to fight and win that war should it become necessary, is commonly called "readiness." Readiness is an output measure, dealing with the product produced by the inputs of personnel combined with other inputs such as weapons, transportation, supplies and strategies. A personnel survey can only address readiness issues in a limited fashion. However, the survey responses can provide information on the current status of the force and changes that have taken place since the 1978/79 DoD Survey was conducted.

The quality of the men and women in uniform, as well as their numbers and objective performance measures are necessary indicators of readiness but are outside the scope of this report. Here we consider two more limited, somewhat less tangible aspects in broader discussions of readiness and capability. These are, specifically, perceptions of morale and individual preparedness. The responses of officers and enlisted personnel to questions on the morale of their units provide most of the data in this chapter and are compared with responses to an identical question asked in the 1978/79 DoD Survey. In addition, we will look at the reported ability of the members of the force to react quickly to changes in work assignments and to complete their missions without the distraction of excessive worry about their families.

7.2 Measures of Unit Morale

Both enlisted personnel and officers in the 1978/79 DoD Survey and 1985 Member Survey were asked to estimate the morale of personnel at their current locations:

How would you describe the morale of military personnel at your current location? If you are currently assigned to a ship, indicate the morale of personnel on board ship.

Respondents were provided a seven-point scale on which to respond, with the end points labeled as follows:

- 1 - Morale is very low
- 2 -
- 3 -
- 4 -
- 5 -
- 6 -
- 7 - Morale is very high

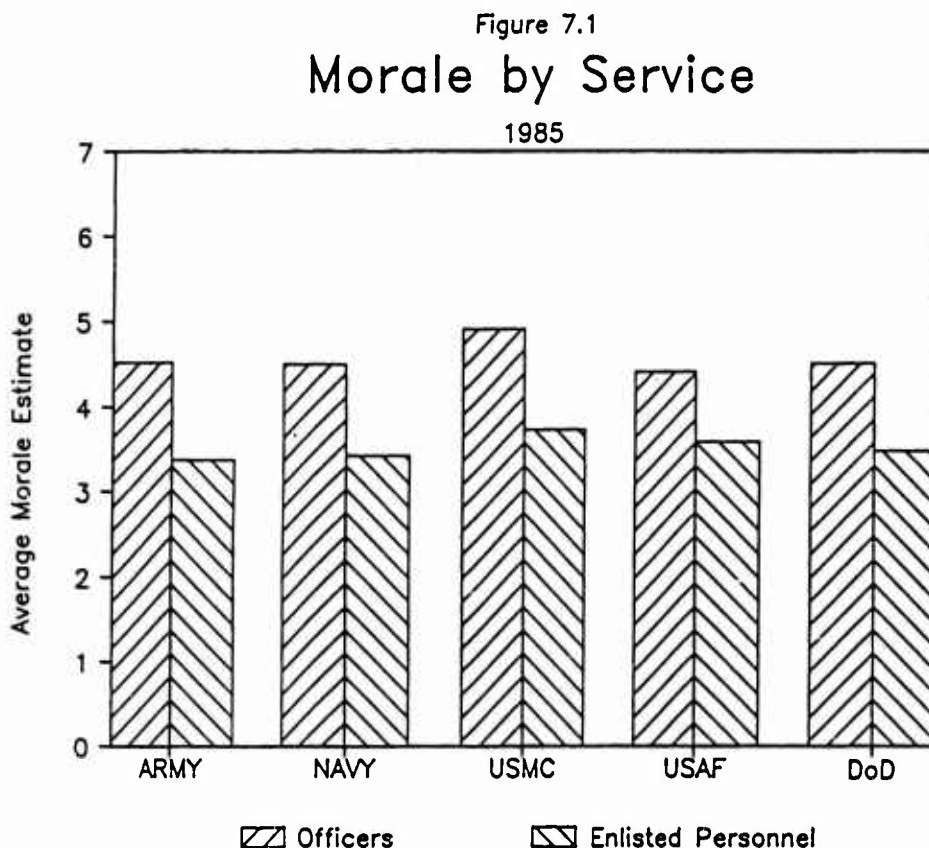
Officers perceive morale to be higher than do enlisted personnel (Table 7.1). Almost 30 percent of the enlisted personnel thought morale was low (measured as the lowest two points on the scale). Only about 10 percent of the officers rated morale similarly. The opposite was true at the high end of the scale. Only 10 percent of the enlisted personnel rated morale as high (measured by the top two points in the scale) compared to almost 27 percent of the officers. The average weighted rating given by enlisted personnel was 3.5, while the average given by officers was a full point higher at 4.5.

Table 7.1
Estimate of Morale at Current Location, 1985

Estimate	Enlisted Personnel	Officers
1 - Morale is very low	13%	3%
2	15	7
3	21	13
4	23	20
5	17	30
6	7	21
7 - Morale is very high	3	5
Weighted Average Response	3.5	4.5

Source: 1985 Member Survey

Figure 7.1 presents the average rating for officers and enlisted personnel in each Service. No substantial inter-Service differences were apparent.



In each Service, officers rated morale as higher than enlisted personnel. The gap between enlisted personnel and officers was remarkably steady across all four Services. Enlisted personnel averages in all Services fell within a very narrow range around 3.5. Marine Corps officers thought morale was slightly higher than did officers in the other Services, but the differences among officers were small.

Looking at only weighted average ratings masks some interesting variations among the Services, especially at the extreme points on the morale scale. Thirty-two percent of Army enlisted personnel and 30 percent of Navy enlisted personnel rated morale in the two lower categories, compared to 22 percent of Marine Corps and 25 percent of Air Force enlisted personnel. At

the higher end of the scale, 10 percent of Army, Air Force, and Navy enlisted personnel rated unit morale as very high (top two categories), as did 12 percent of Marines. Marine Corps officers were slightly more likely to rate morale in the upper two categories than other officers. These detailed data are shown in Figures 7.2 and 7.3.

These data were examined in greater detail in order to find additional variations in response patterns. The location in which personnel were currently serving appeared to be a significant factor in the assessment of morale. Weighted average morale assessments were calculated for personnel in each of three location categories (Table 7.2).

Table 7.2
Morale Estimates by Location, 1985

Location	Enlisted Personnel	Officers
CONUS - Ashore	3.6	4.6
OCONUS - Ashore	3.4	4.4
Afloat	3.1	4.2
Total	3.5	4.5

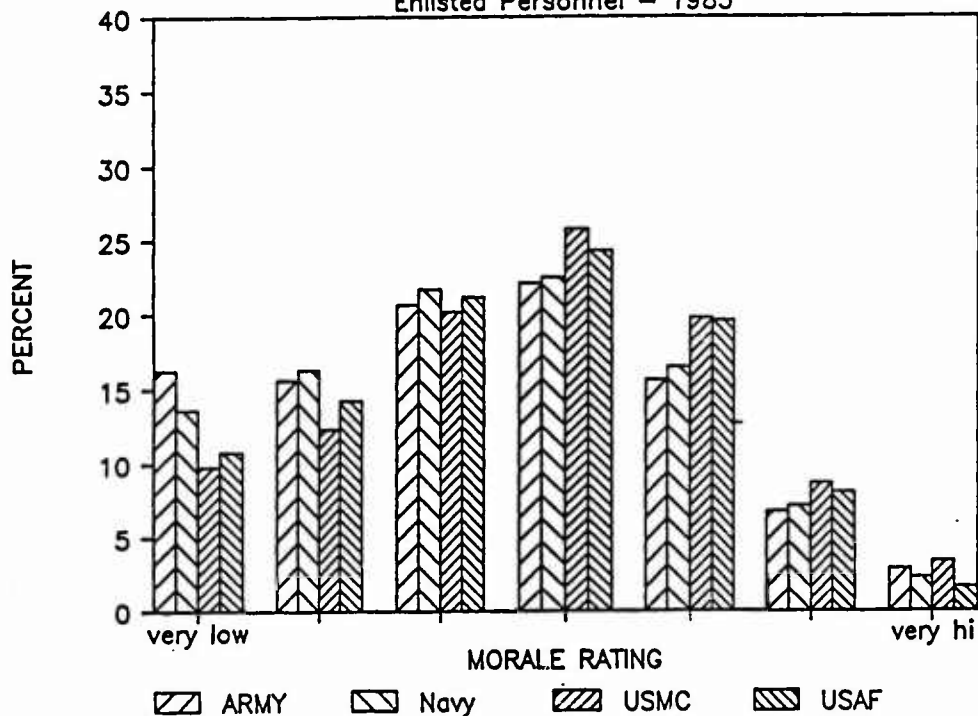
Note: Entries are the weighted average responses to the seven-point morale question, with 1 being very low and 7 being very high.

Source: 1985 Member Survey

Estimates of morale by both enlisted personnel and officers afloat were lower than estimates by those assigned to shore locations. The average morale rating was 3.1 for enlisted personnel at sea and 3.5 for those ashore; the rating was 4.2 for officers at sea and 4.3 for those ashore. Some of this difference no doubt reflects the hardships of the family separations, long hours, and arduous duty associated with being at sea. Morale for CONUS ashore was higher than for OCONUS ashore. This difference was smaller than the difference between sea and shore personnel.

Figure 7.2
Morale by Service

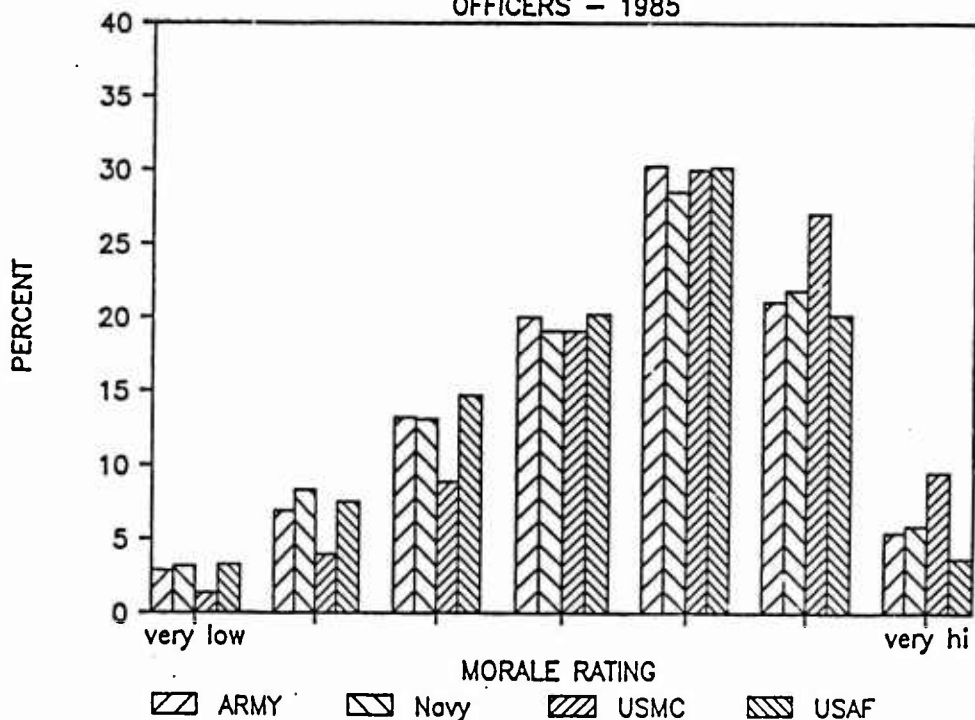
Enlisted Personnel - 1985



Source: 1985 Member Survey

Figure 7.3
Morale by Service

OFFICERS - 1985



Source: 1985 Member Survey

Substantially more officers in CONUS than OCONUS, however, rated morale as very low. Similarly, more officers in OCONUS rated morale in the two highest categories. These patterns were the reverse of the findings for enlisted personnel (Figures 7.4 and 7.5).

Location, then, explained some of the variation in the assessment of morale found in the survey population. Assignment to units at sea, as opposed to shore locations, was associated with lower average estimates of morale for both officers and enlisted personnel. Enlisted personnel assigned in CONUS tended to rate morale higher than those overseas, while the opposite was true for officers.

7.3 Change in Morale 1979 - 1985

The 1978/79 DoD Survey asked an identical question about morale, so changes over this six-year period can be measured.

The data in Table 7.3 demonstrate similarities in the aggregate patterns for 1978/79 data and the 1985 data. Enlisted personnel generally said morale was lower than did officers, especially when measured by the weighted average scores shown in Table 7.3. Whereas over a third of the enlisted personnel in 1978/79 rated morale at the lowest two scale points, only half as many officers rated morale that low. The reverse pattern is evident at the top rating--officers were about twice as likely as enlisted personnel to rate morale as very high.

Table 7.3
Estimate of Morale at Current Location, 1979

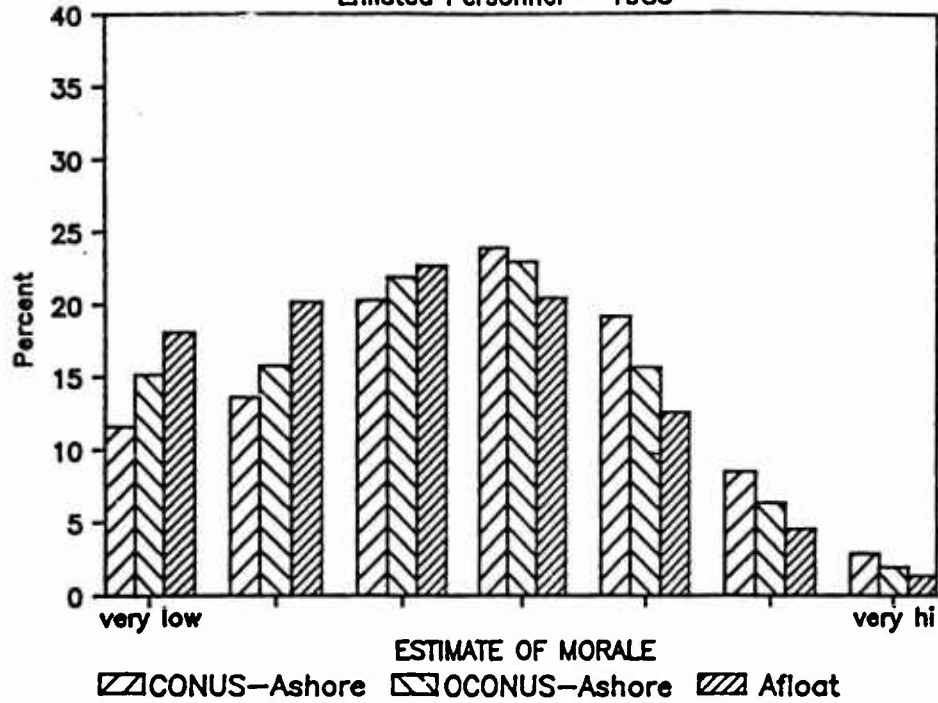
Estimate	Enlisted Personnel	Officers
1 - Morale is very low	16%	5%
2	18	12
3	19	19
4	21	22
5	17	24
6	7	15
7 - Morale is very high	3	3
Weighted Average Response	3.4	4.1

Source: 1978/79 DoD Survey

Figure 7.4

Morale by Location

Enlisted Personnel - 1985

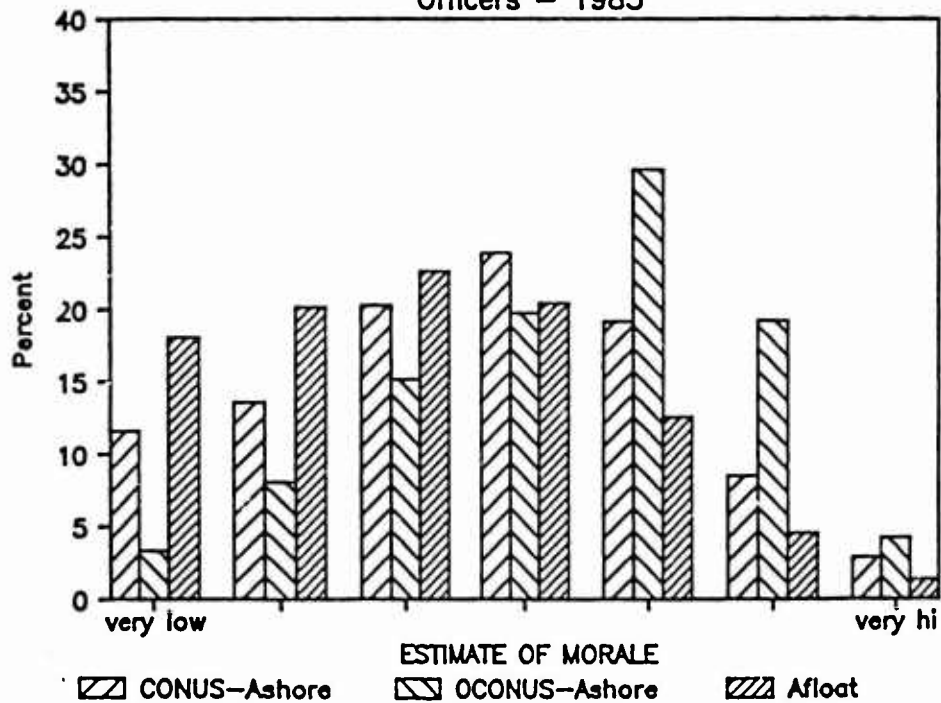


Source: 1985 Member Survey

Figure 7.5

Morale by Location

Officers - 1985



Source: 1985 Member Survey

There are no dramatic inter-Service differences revealed in either the 1978/79 data or the 1985 data. Marine Corps officers' assessments were slightly higher than the average for all officers. Air Force officers' assessments were slightly lower than average for all officers. Enlisted ratings varied little across the Services. These average morale assessments by Service are presented in Table 7.4 and in Figures 7.6 and 7.7.

Table 7.4
Morale Estimates by Service, 1979

Service	Enlisted Personnel	Officers
Army	3.4	4.2
Navy	3.3	4.3
USMC	3.4	4.4
USAF	3.4	3.8
Total	3.4	4.1

Note. Entries are weighted average response to the seven-point morale question, with 1 being very low and 7 being very high.

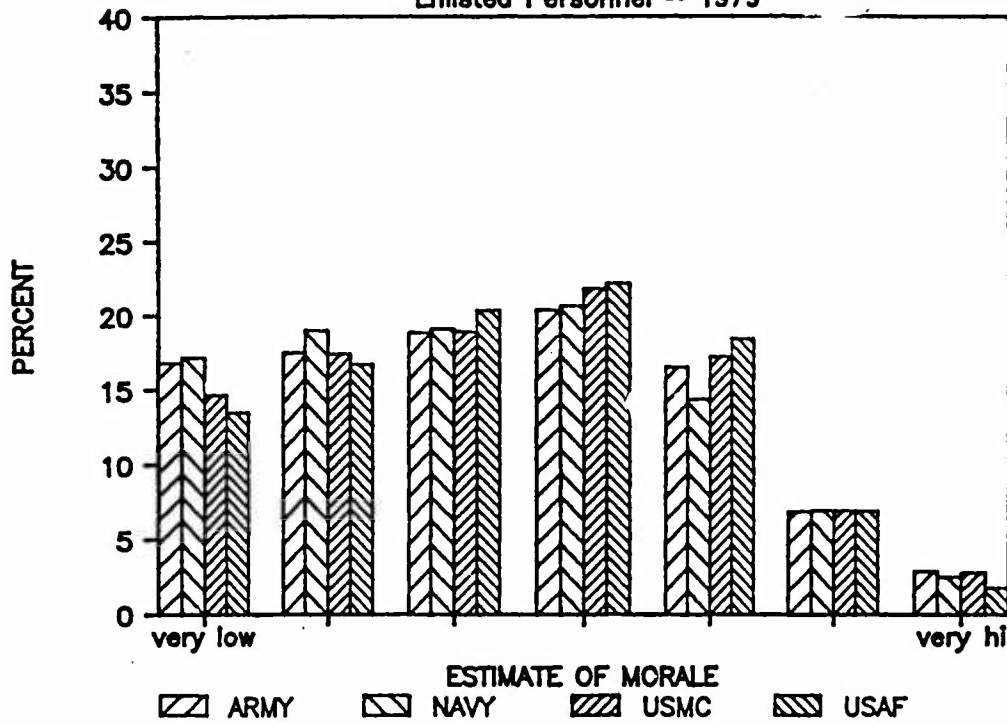
Source: 1978/79 DoD Survey

Despite the similarity in response patterns, the assessments of morale between 1979 and 1985 changed substantially. This can be demonstrated in two ways--first by looking at the changes in the average scores, then by examining the pattern of responses to the morale question.

Table 7.5 presents the results of the average scores in the two surveys by Service.

Figure 7.6
Morale by Service

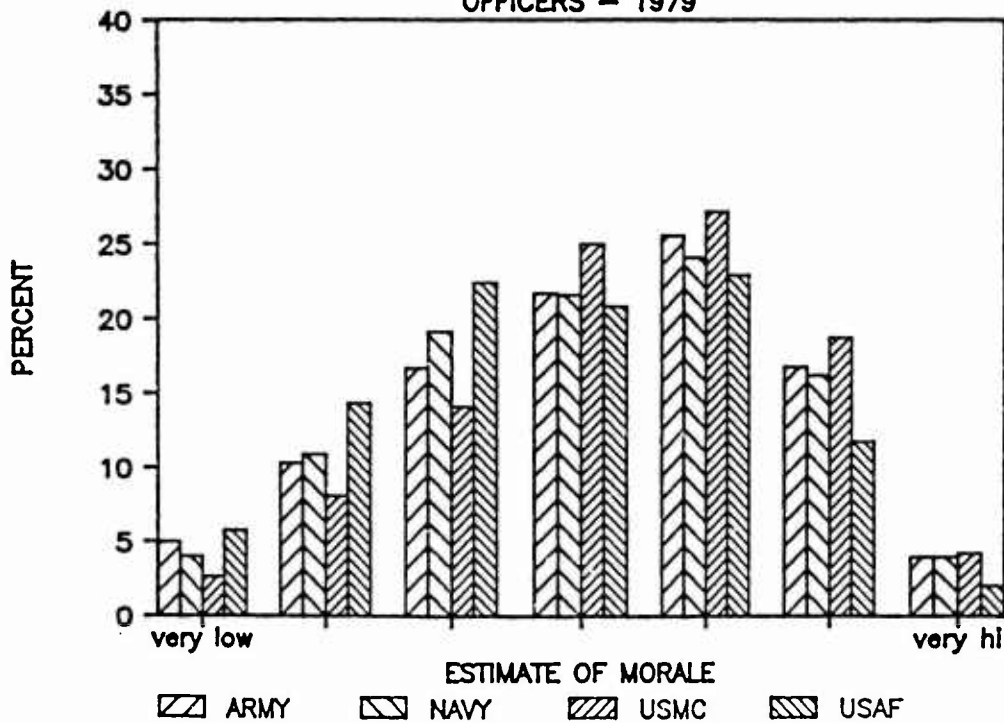
Enlisted Personnel - 1979



Source: 1978/79 DoD Survey

Figure 7.7
Morale by Service

OFFICERS - 1979



Source: 1978/79 DoD Survey

Table 7.5
Changes in Average Morale Ratings by Service

	Enlisted Personnel		Officers	
	1979	1985	1979	1985
Army	3.4	3.4	4.2	4.5
Navy	3.3	3.4	4.3	4.5
USMC	3.4	3.7	4.4	4.9
USAF	3.4	3.6	3.8	4.4
DoD	3.4	3.5	4.1	4.5

Note: Entries are weighted average response to the seven-point morale question, with 1 being very low and 7 being very high.

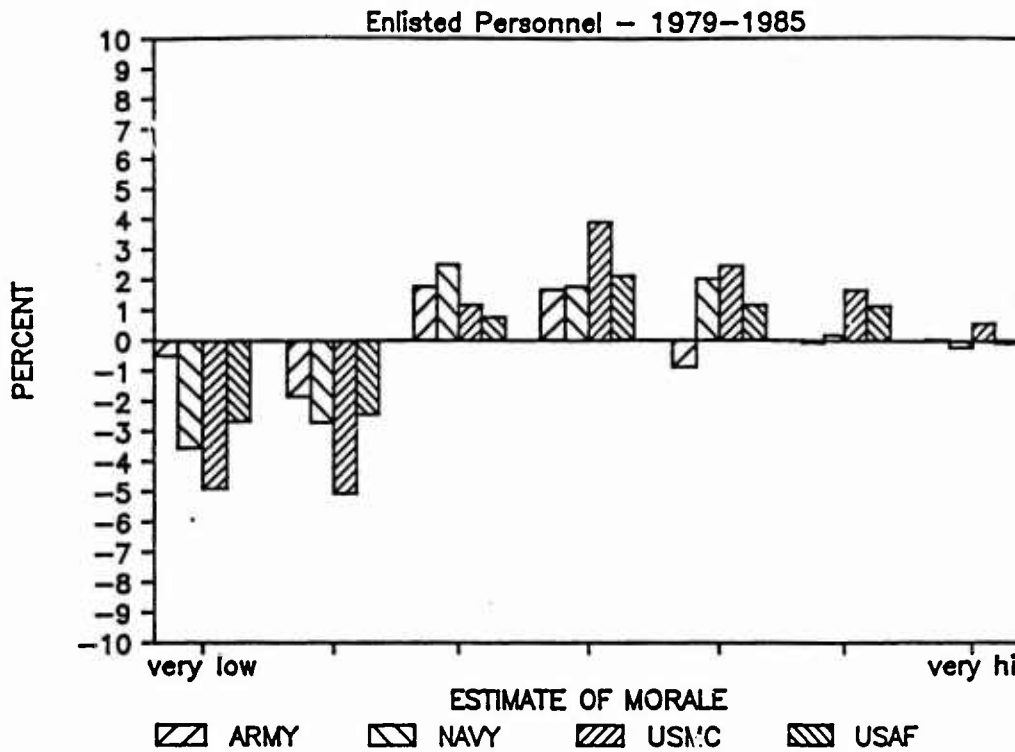
Source: 1978/79 DoD Survey and 1985 Member Survey

The assessment of unit morale by enlisted personnel increased only marginally (from 3.4 to 3.5) from 1978/79 to 1985. The average rating for the Army did not change, while there were small positive changes for the other Services. Average morale assessment for all officers increased by .4, with the Air Force showing the largest increase (.6) and the Army the smallest (.3). The 1985 weighted average morale ranking for officers and enlisted personnel, taken together, was not as dramatic an improvement since 1978/79 as might have been expected from the personnel changes which took place in this period.

Figures 7.8 and 7.9 show the changes in the percentages of enlisted personnel and officers in each Service who responded on each of the seven points on the morale scale. Bars above the horizontal line indicate that the percentage reporting that score increased between 1978/79 and 1985. Bars below the line indicate the responses in that category decreased. Thus, because movements at each point of the scale are demonstrated, this is a more sensitive measure than the weighted average reported above.

Figure 7.8

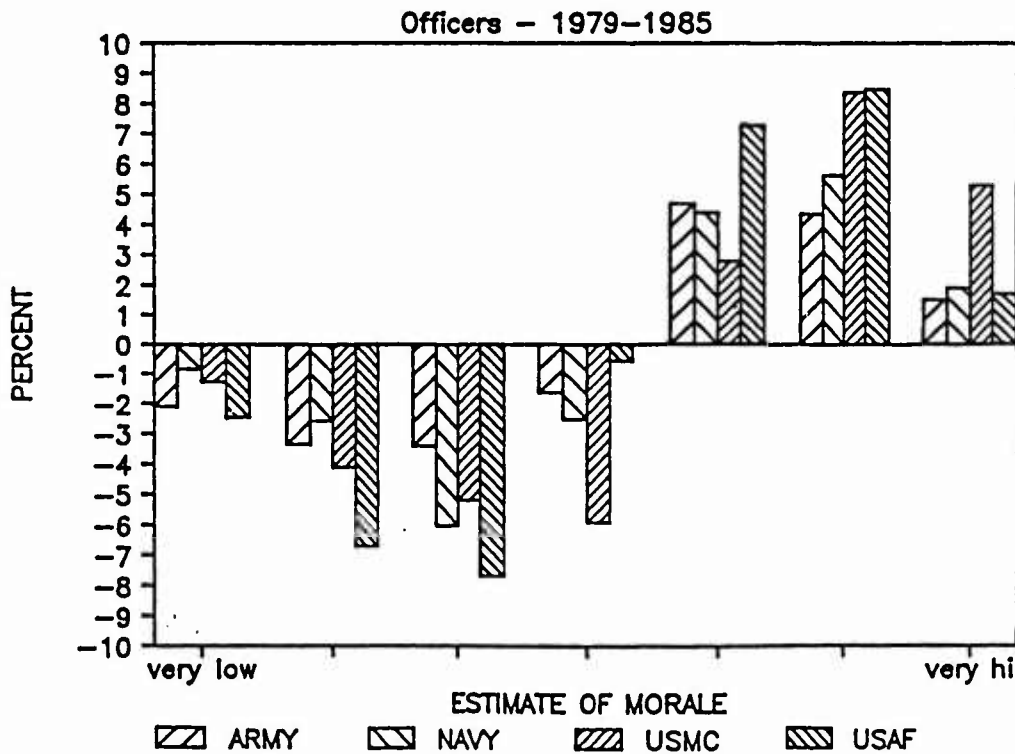
Absolute Percentage Change in Morale by Service



Source: 1978/79 DoD Survey, 1985 Member Survey

Figure 7.9

Absolute Percentage Change in Morale by Service



Source: 1978/79 DoD Survey, 1985 Member Survey

Substantially fewer enlisted personnel in 1985 rated morale in the lowest two points than in 1978/79. For the Army, the change at the lowest point was small (less than 1 percent). For the Marine Corps, there were 10 percent fewer responses at the lowest two scale points. Relatively few personnel had moved to the top points on the scale but, again, the Marine Corps showed the most movement. For enlisted personnel, therefore, the small overall improvement in morale assessments between 1978/79 and 1985 occurred because fewer members judged morale to be very low, not because substantially more members judged morale to be very high.

The pattern for officers was quite different. There was greater movement across the entire scale. The most significant movement from 1978/79 to 1985 was from low and moderate assessments to high assessments. The biggest changes revealed in Figure 7.9 are toward the middle of the scale, not at the extremes. The data show changes of approximately 8 percentage points in each of the middle categories, with positive changes especially strong in the Air Force and Marine Corps.

7.4 Obstacles to Individual Response to Changes in Work Conditions

Another, more direct aspect of readiness which the survey data allow us to explore is the ability of personnel to respond to the demands of the military to change work schedules, deploy for a base recall on short notice, or respond to a unit deployment on short notice. Toward this end, the survey instrument included a series of questions:

What is the main obstacle to your responding to each of the following:

- Change in Work Schedule
- No-Notice Base Recall or Alert
- No-Notice Unit Deployment.

For each of the three situations, respondents were offered the following set of choices:

- Am already responding very quickly
- Dependent care considerations
- Personal health problem other than pregnancy
- Pregnancy
- Family health problems
- Second job

Transportation arrangements
 Difficult to reach by telephone during off-duty hours
 Distance to duty section
 Attending school during off-duty hours
 Other reason

Our analysis of the responses to these questions addresses the data from two perspectives. First, we examine the percentage of the population who reported that they did not have any problems in responding to each of these three situations. Second, we look at the major obstacles reported for not being able to respond to the conditions specified in the questions.

As the data in Table 7.6 indicate, most military personnel reported that they do not face an obstacle to responding quickly to any of the three demands. The proportions were in every case, substantially larger for officers than for the enlisted personnel.

Table 7.6

Percentage Already Responding Very Quickly

	Enlisted Personnel	Officers
Change in Work Schedule	59%	77%
No-Notice Base Recall	65	76
No-Notice Unit Deployment	54	66

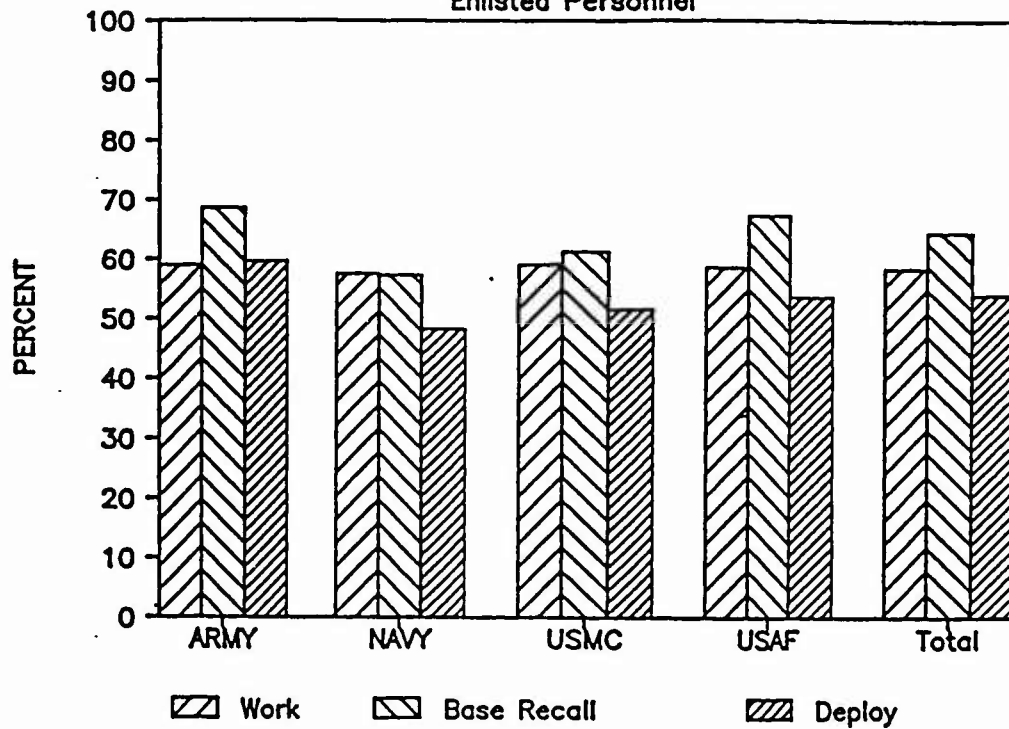
Source: 1985 Member Survey

Responses to this question by Service are presented in Figures 7.10 and 7.11. Comparing these figures shows that the overall percentage of positive responses for officers was higher than for enlisted personnel. For enlisted personnel, there were, again, only small differences across the four Services for each situation. For all Services except the Navy, more enlisted personnel reported no problem responding to a base recall than to a change in work schedule. For officers, there were, again, no major differences across Services; but a different pattern of response across the three categories was evident. Fewer reported they were responding quickly

Figure 7.10

Already Responding Quickly

Enlisted Personnel

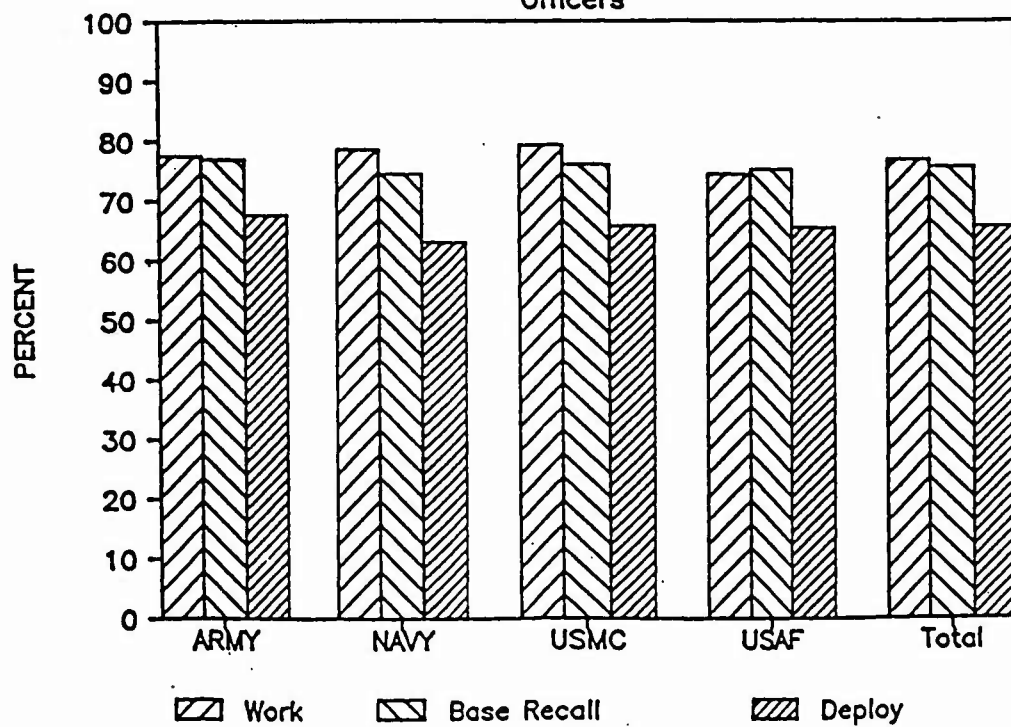


Source: 1985 Member Survey

Figure 7.11

Already Responding Quickly

Officers



Source: 1985 Member Survey

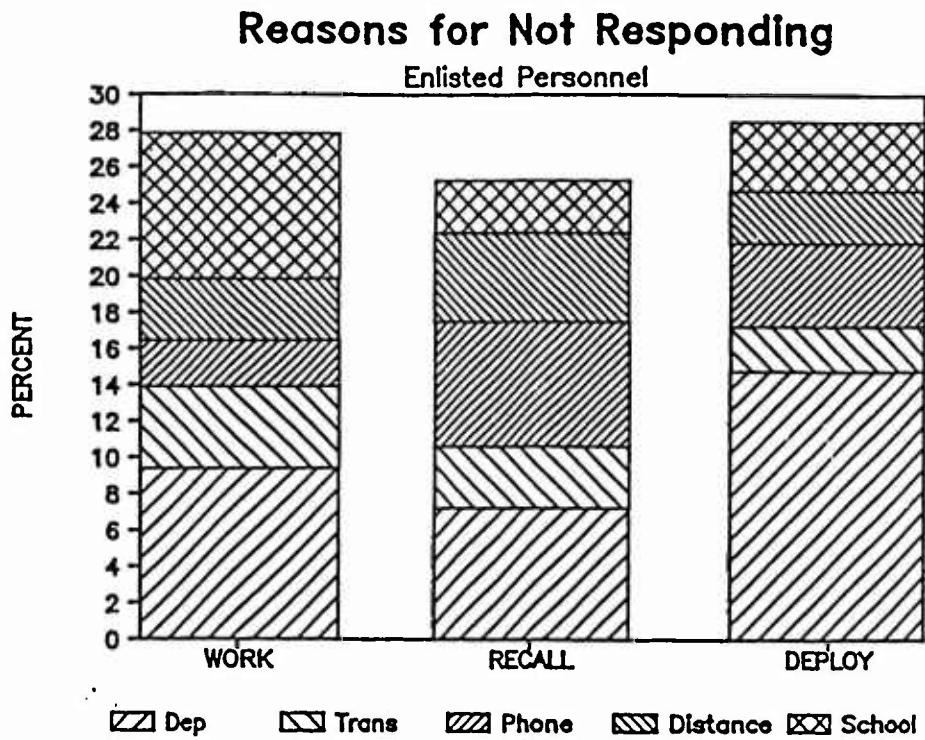
in the case of unit deployment than reported they were responding quickly to change in work schedule or base recall.

The obstacles for both enlisted personnel and officers responding indicate areas in which some improvements can be made. For both officers and enlisted personnel, the availability of dependent care was the most important obstacle to responding to changes in working hours, base recall, or unit deployment. These data are presented in Figures 7.12 and 7.13.

Almost 60 percent of all enlisted personnel were able to respond quickly to schedule changes, and 65 percent were responding quickly to base recall. Dependent care (9 percent) and school commitments (8 percent) were cited as reasons why enlisted personnel would have difficulty adapting to changed work hours. For a no-notice base recall, dependent care (7 percent) was the most important. In the case of a no-notice unit deployment (where 54 percent responded quickly), the most frequently mentioned obstacle, again, was dependent care (15 percent). Patterns were similar for officers, although here only about 25 percent indicated they had obstacles. Dependent care was the most frequent problem mentioned. Six percent of officers cited this problem with regard to work schedule change, and over 12 percent cited it with regard to unit deployment.

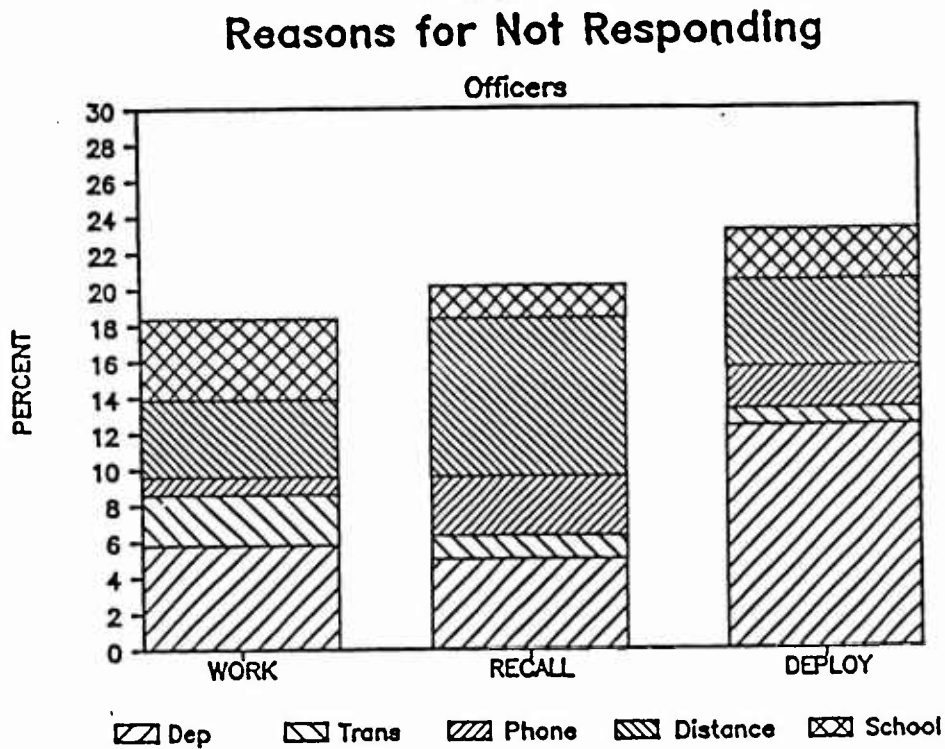
For enlisted personnel (Figure 7.12), then, the percentages indicating they had no obstacles to any of the three situations were smaller than for officers. Only slightly more than half of all enlisted personnel indicated no obstacles to responding to a no-notice unit deployment, and the figure was lower than 50 percent for Navy enlisted personnel. Dependent care was the most frequent obstacle offered, although many cited other reasons. The data suggest that the respondents distinguished among the three conditions on a time dimension, with a no-notice recall posing only short-term inconvenience, as evidenced by the relatively small number of personnel who said dependent care concerns were an obstacle (9 percent). Changed work hours (presumably of longer duration) would cause moderate problems with dependent care and school hours, and unit deployment would cause serious and long-term problems.

Figure 7.12



Source: 1985 Member Survey

Figure 7.13



Source: 1985 Member Survey

Figure 7.13 makes it clear that officers viewed both change in work schedule and base recall as short-term disruptions in normal activity and the unit deployment situation as longer term. Base recall was apparently viewed by officers as a quasi-emergency situation, as indicated by the relatively large number who offered distance to the base and difficulty of being reached by phone as problems.

It is difficult to assess from these data alone how significant these problems might be in an actual deployment situation. The relatively large number offering dependent care (presumably long-term arrangements) as a problem may require more followup than obstacles like health or education. We will look more closely at this factor in a later section and in the companion report on military spouses.

The data for both officers and enlisted personnel suggest that the single greatest problem was dependent care. These data suggest that the problem was relatively uniform across all the Services, that long-term arrangements during a unit deployment were much more difficult than short-term or temporary arrangements necessary for a change in work hours or a base alert, and that enlisted personnel and officers had dependent care problems in about the same proportions, although slightly more enlisted personnel had such problems (Figures 7.14 and 7.15).

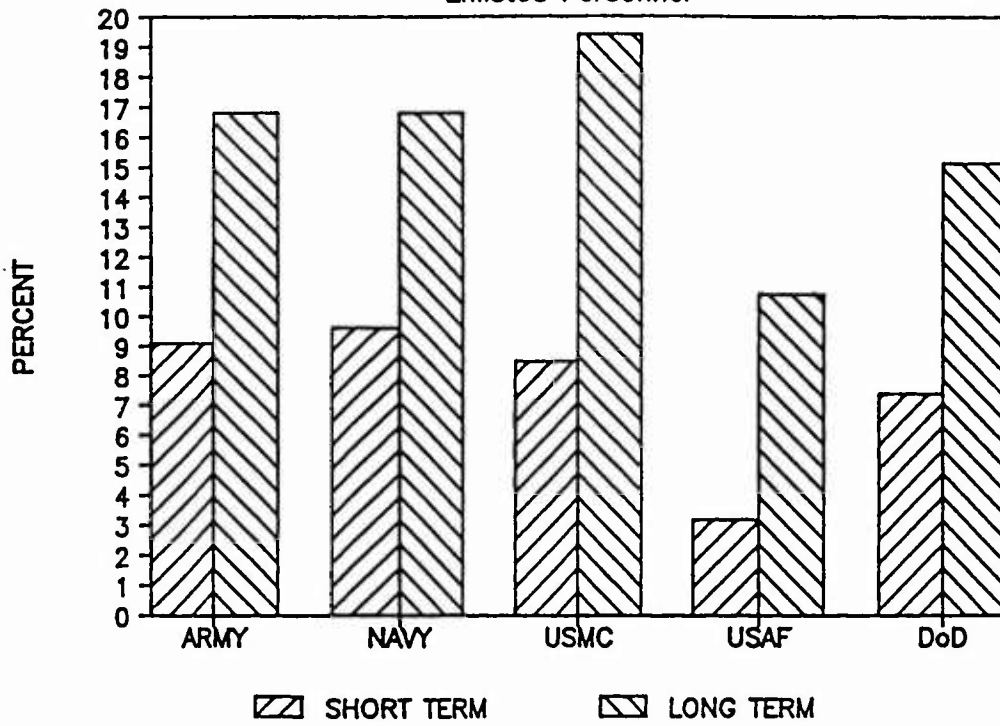
Some clarification on dependent care comes from another set of survey questions which asked:

Are your dependent arrangements realistically workable for each of the following situations:

- Short-term emergency situation such as a mobility exercise.
- Long-term situation such as a unit deployment.

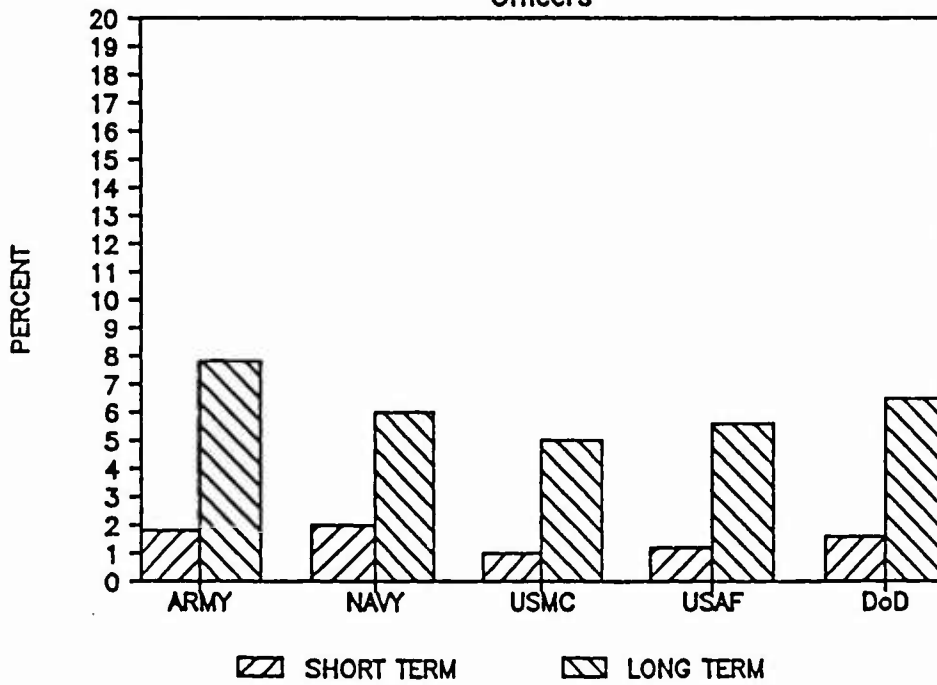
Respondents were offered "yes," "probably" and "no" as answers to these two situations.

Figure 7.14
No Workable Dependent Care
 Enlisted Personnel



Source: 1985 Member Survey

Figure 7.15
No Workable Dependent Care
 Officers



Source: 1985 Member Survey

The responses to these two situations reinforce the previous finding that mobilization or deployment of units will probably cause serious dependent care problems. The responses to these two questions, however, somewhat reduced the concerns about dependent care. (Note, however, that this question, unlike the previous one, does not refer to a "no-notice" alert or deployment.) Less than 2 percent of the officers and about 7 percent of the enlisted personnel reported no workable dependent care arrangements in the event of an exercise. This was less than expected based upon the number of enlisted personnel and officers who said that dependent care would be a problem in the event of a no-notice base alert. Less than 7 percent of the officers but almost 15 percent of the enlisted personnel reported no workable dependent care arrangements in the event of a long-term deployment. These results were consistent with the earlier data for enlisted personnel and were lower than expected for officers based on the previous set of questions. Personnel who reported that they have workable dependent care arrangements ranged from 87 percent for officers facing an exercise to 54 percent for enlisted personnel faced with a unit deployment. These data are fully reported in Table 7.7.

Table 7.7
Are Dependent Care Arrangements Workable?

	Enlisted Personnel	Officers
<u>Exercise</u>		
Yes	68%	87%
Probably	25	12
No	8	2
<u>Deployment</u>		
Yes	54	70
Probably	31	23
No	15	6

Source: 1985 Member Survey

Tables 7.8 and 7.9 report the data for members with children. For enlisted personnel, over 14 percent of unmarried members with children reported no adequate dependent arrangements in the case of a short-term emergency (Table 7.8a). The rate for Air Force unmarried personnel was substantially lower, at just less than 6 percent. For enlisted members with military spouses and children, the number with no dependent arrangements was 9 percent. For members with a civilian spouse, the rate was even lower at 6 percent. For long-term deployments, even greater numbers of enlisted personnel in all three categories reported no adequate dependent arrangements. Again, members with civilian spouses showed the lowest rates of difficulty (Table 7.8b). Fourteen percent of members with civilian spouses reported no adequate dependent arrangements compared with 20 percent of single parents and 19 percent of members with children and military spouses.

Table 7.8a

Enlisted Personnel with Children with No
Workable Dependent Arrangements in Short-Term Emergency

	Marital Status		
	Single	Military Spouse	Civilian Spouse
Army	18%	10%	7%
Navy	17	19	8
USMC	17	14	7
USAF	6	4	3
DoD	14	9	6

Source: 1985 Member Survey

Table 7.8b

Enlisted Personnel with Children with No
Workable Dependent Arrangements in Long-Term Situation

	Marital Status		
	Single	Military Spouse	Civilian Spouse
Army	22%	20%	15%
Navy	22	31	15
USMC	24	30	18
USAF	12	11	10
DoD	20	19	14

Source: 1985 Member Survey

Officers had slightly different patterns (Tables 7.9a and 7.9b). Generally fewer officers reported no adequate dependent arrangements in either a short-term or long-term situation. Unlike the enlisted personnel pattern, only in the Navy did significantly fewer single parents have workable dependent arrangements in the short-term situation than members with children and military spouses. Families where the spouse was a civilian were substantially more likely to say they have adequate arrangements in both short-term and long-term situations.

Table 7.9a

Officers with Children with No
Workable Dependent Arrangements in Short-Term Emergency

	Marital Status		
	Single	Military Spouse	Civilian Spouse
Army	6%	7%	1%
Navy	5	10	2
USMC	5	3	1
USAF	6	3	1
DoD	6	6	1

Source: 1985 Member Survey

Table 7.9b
Officers with Children with No
Workable Dependent Arrangements in Long-Term Situation

	Marital Status		
	Single	Military Spouse	Civilian Spouse
Army	12%	20%	7%
Navy	13	28	5
USMC	15	12	5
USAF	20	8	5
DoD	15	17	6

Source: 1985 Member Survey

7.5 Member Preparations for Deployment

A final aspect of personnel readiness which we can examine is the extent to which members have prepared for current or future deployment by having written a will, granted a power of attorney, and purchased life insurance. These three actions, especially for married members with dependents, are important because they give some measure of security to the families of these personnel and might be presumed to reduce the members' concern for their families when they are deployed.

Overall, 26 percent of enlisted personnel and 64 percent of officers had a written will. Substantially more married members and those with children had a will, as the data in Table 7.10 clearly indicate. Additional evidence indicates that pay grade (which may be a surrogate for age) was also related to the existence of a written will. In all household composition groups, for both officers and enlisted personnel, the percentage having a written will rose with pay grade.

Table 7.10

Enlisted Personnel and Officers with a Written Will

Household Composition	Enlisted Personnel	Officers
Single, no children	12%	33%
Single parent	33	66
Military spouse, no children	20	53
Military spouse, children	38	67
Civilian spouse, no children	23	55
Civilian spouse, children	39	77
Total	26	64

Source: 1985 Member Survey

About 10 percent of E1-E3s and 21 percent of E4-E5s had written wills compared to almost half of the E6-E9s (Table 7.11). For officers, similar patterns were found--34 percent of O1-O2s, 66 percent of O3-O4s, and 89 percent of O5-O10s had written wills (Table 7.12). It is noteworthy that a substantial number of personnel did not have a written will, including two-thirds of enlisted personnel with children.

Table 7.11

Enlisted Personnel with a Written Will by Pay Grade

Household Composition	E1 - E3	E4 - E5	E6 or higher
Single, no children	8%	13%	29%
Single parent	14	30	46
Military spouse, no children	9	18	41
Military spouse, children	19	33	52
Civilian spouse, no children	11	20	46
Civilian spouse, children	15	30	51
Total	10	21	48

Source: 1985 Member Survey

Table 7.12
Officers with a Written Will by Pay Grade

Household Composition	01 - 02	03 - 04	05 or higher
Single, no children	21%	42%	75%
Single parent	46	65	88
Military spouse, no children	38	58	82
Military spouse, children	59	68	78
Civilian spouse, no children	35	59	89
Civilian spouse, children	54	75	90
Total	34	66	89

Source: 1985 Member Survey

A written power of attorney allows families to carry on normal activities in the event a member is deployed. Seventy percent of enlisted personnel and 65 percent of officers had no written power of attorney (Table 7.13). Officers afloat or assigned OCONUS were substantially more likely to have executed a written power of attorney but, still, more than half of these officers had not.

Table 7.13
Personnel with No Power of Attorney Held

	Enlisted Personnel	Officers
CONUS - Ashore	72%	67%
OCONUS - Ashore	66	58
Afloat	67	53
Total	70	65

Source: 1985 Member Survey

A third measure of personal preparation for deployment is whether the member has life insurance. Here the data were very positive. Only 4 percent of enlisted personnel and less than 1 percent of officers reported that they did not have any life insurance. Large numbers of personnel reported that they had coverage beyond the Servicemembers Group Life Insurance (SGLI) available only to members of the military through payroll deduction. Almost half of the enlisted personnel had SGLI plus other coverage, as did almost 75 percent of the officers. Those in more senior pay grades, especially officers, were much more likely to have SGLI plus additional coverage. This percentage reached 93 percent of officers in pay grade 05 and above. The patterns of responses to this question are presented in Figures 7.16 and 7.17.

Families with children were far more likely to have coverage in addition to SGLI than families without children. This was true whether the member was an enlisted person or officer and whether single or married to a civilian or military personnel. This pattern is demonstrated in Table 7.14.

Table 7.14

Military Personnel Having Only SGLI Coverage

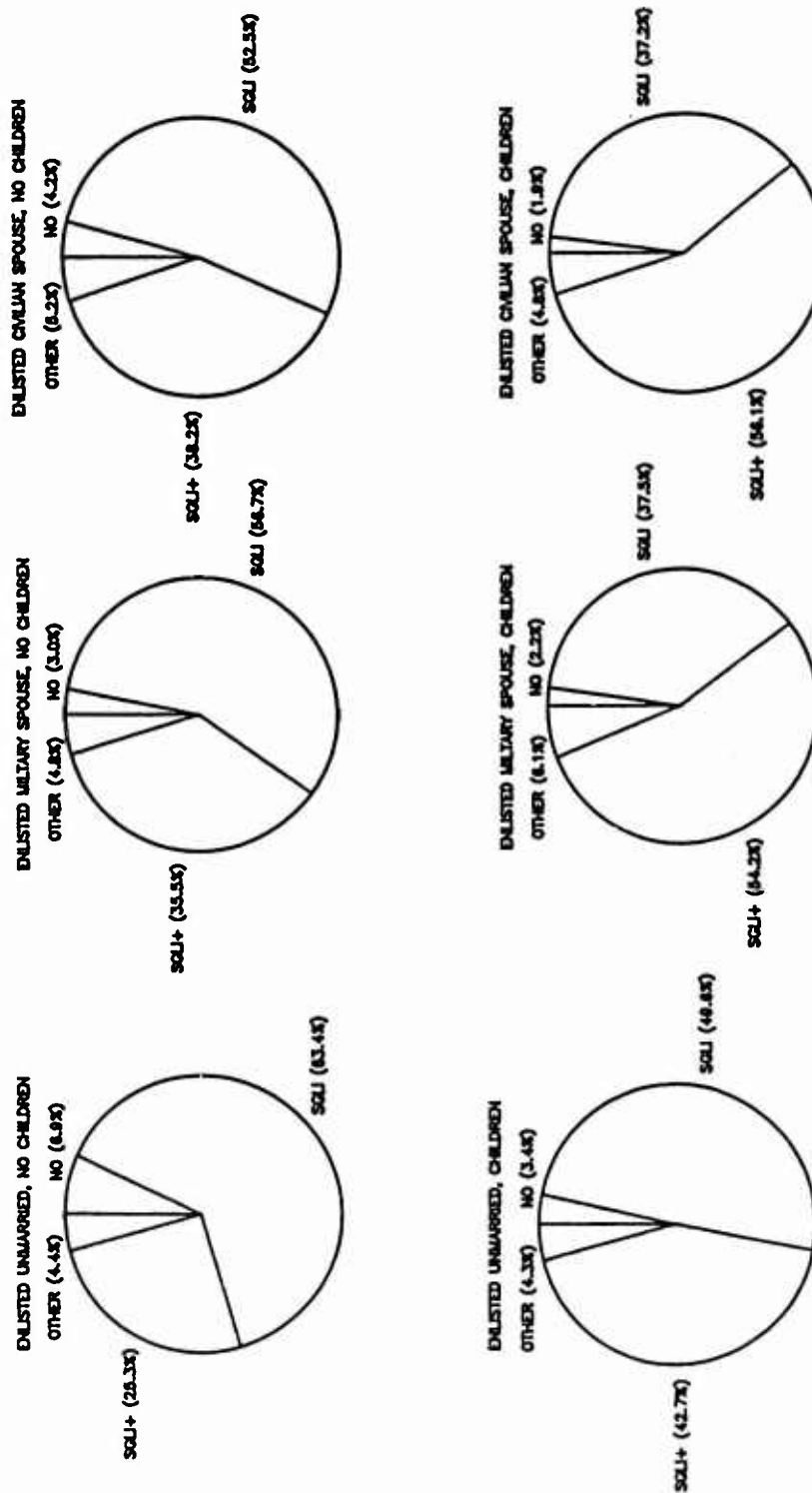
	Enlisted Personnel		Officers	
	No Children	Children	No Children	Children
Single	60%	49%	54%	24%
Military spouse	56	37	40	21
Civilian spouse	52	37	28	9

Source: 1985 Member Survey

These data suggest that members with children found the coverage provided by SGLI to be less adequate for their total needs than those without children. Since the time the survey data were collected, the basic coverage of SGLI has been increased.

Figure 7.16

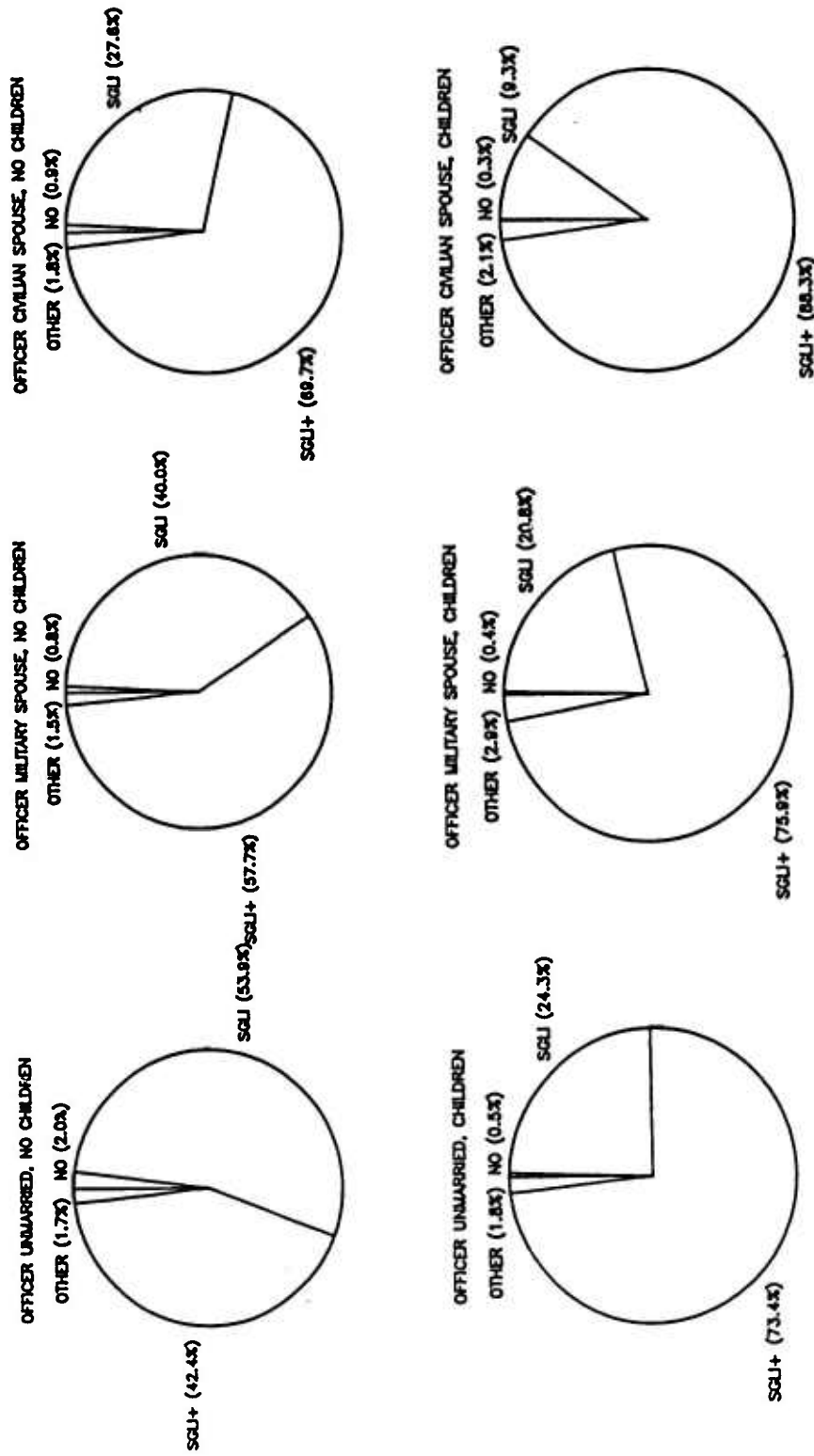
Current Life Insurance for Enlisted Personnel



Source: 1985 Member Survey

Figure 7.17

Current Life Insurance for Officers



Source: 1985 Member Survey

7.6 Summary

This chapter has presented data on the perceptions of morale and preparedness as revealed in the 1985 Member Survey. The following are major findings:

- Officers had higher estimates of morale at their current location than did enlisted personnel. This was the case for all four Services and for personnel ashore and at sea, CONUS and OCONUS.
- Generally differences in morale estimates for the Services were minor. Army and Navy enlisted personnel had lower ratings than the other Services, while Marine Corps officers were slightly higher.
- Morale for both enlisted personnel and officers afloat were lower than for those assigned to shore locations. Morale for enlisted personnel in CONUS tended to be higher than for personnel in OCONUS.
- Overall changes in the average estimates of morale between the 1978/79, and 1985 Member Survey were small. However, there were substantially fewer enlisted personnel rating morale very low in 1985 than in 1978/79, and officers had dramatically higher morale ratings.
- Most officers reported that they were able to respond quickly to changes in work schedule, base recalls, or unit deployments. Fewer enlisted personnel than officers (but more than half) reported having no problems in meeting these demands of military life.

- Fifteen percent of the enlisted personnel reported they had no workable long-term dependent care arrangements, compared to only 6 percent of officers. Personnel with ~~military~~^{civilian} spouses were most likely to have satisfactory arrangements; those with no spouse or with a ~~civilian~~^{military} spouse were least likely to have satisfactory arrangements.
- Only 26 percent of enlisted personnel had a written will, and only 30 percent had a power of attorney arrangement. Officers were more likely to have completed these preparedness steps (64 percent and 35 percent, respectively). The number who had made such arrangements increased with age and pay grade and was higher for married members with dependents.
- Almost all members of the Armed Forces had life insurance, primarily Servicemembers Group Life Insurance (SGLI), but 50 percent of all enlisted personnel and three-quarters of all officers had coverage beyond the SGLI policy.

8. THE ECONOMIC SITUATION OF OFFICERS AND ENLISTED PERSONNEL

8.1 Introduction

Military compensation has been, and will likely continue to be, one of the most important elements of military personnel policy. The level of compensation and the forms in which it is paid are likely to affect personnel retention decisions. In this chapter, we report the levels and sources of military and total family income, including the reliance of military households on second jobs, spouse's income and other contributions to family income. In addition, members' satisfaction with family income and understanding of deferred compensation (retirement benefits) are reported.

8.2 Overall Levels of Taxable Military and Taxable Family Income

The first column in Table 8.1 presents taxable military income for enlisted personnel and officers for calendar year (CY) 1984 summarized directly from military compensation records. Taxable military income includes base pay and special pays but excludes the tax-exempt allowances for housing and subsistence. The second column presents total taxable family income for the year. Total taxable family income includes survey data reporting member's income from a second job, spouse's employment income, if any, and any nonwage-and-salary income from nonmilitary sources in addition to member's taxable military income.

Nearly all enlisted personnel had taxable CY1984 military incomes of \$20,000 or less. Fifty-four percent of the enlisted personnel reported taxable military incomes between \$10,001 and \$20,000, while 41 percent had incomes of \$10,000 or less. The median taxable military income for enlisted personnel in 1984 was \$11,700.

Table 8.1

Distribution of CY 1984 Taxable Military and Family Income
for Enlisted Personnel and Officers

	Taxable Military Income	Taxable Family Income
<u>Enlisted Personnel</u>		
\$10,000 or less	41%	30%
\$10,001 - \$20,000	54	41
\$20,001 - \$30,000	5	19
More than \$30,000	0	9
Median	\$11,700	\$14,800
<u>Officers</u>		
\$20,000 or less	19%	13%
\$20,001 - \$30,000	40	25
\$30,001 - \$40,000	27	25
\$40,001 - \$50,000	11	17
More than \$50,000	2	19
Median	\$27,700	\$34,700

Source: Joint Uniformed Military Pay System (JUMPS) File, December 1985 and 1985 Member Survey.

Total taxable family income for enlisted personnel was higher. Twenty-eight percent of families of enlisted personnel had total taxable incomes over \$20,000 in 1984 (compared to 5 percent of taxable military incomes in this range). The median taxable family income for enlisted personnel in 1984 was \$14,800.

Two-fifths of officers reported taxable military income between \$20,000 and \$40,000. Officers' median taxable military income was \$27,700; their taxable family income was \$34,700.

Figures 8.1 and 8.2 show total taxable family income by pay grade for enlisted personnel and officers. Income is shown as the median family income for the pay grade group. Median family income rose steadily with increasing pay grade group. For enlisted personnel, it increased from \$6,600 for pay grades E1 - E3 to \$22,200 for pay grades E6 and above. Officers' median family income increased from \$19,200 for pay grades O1 - O2 to \$49,900 for pay grades O5 and above.

Figures 8.3 and 8.4 show median taxable family income for the following household composition groups:

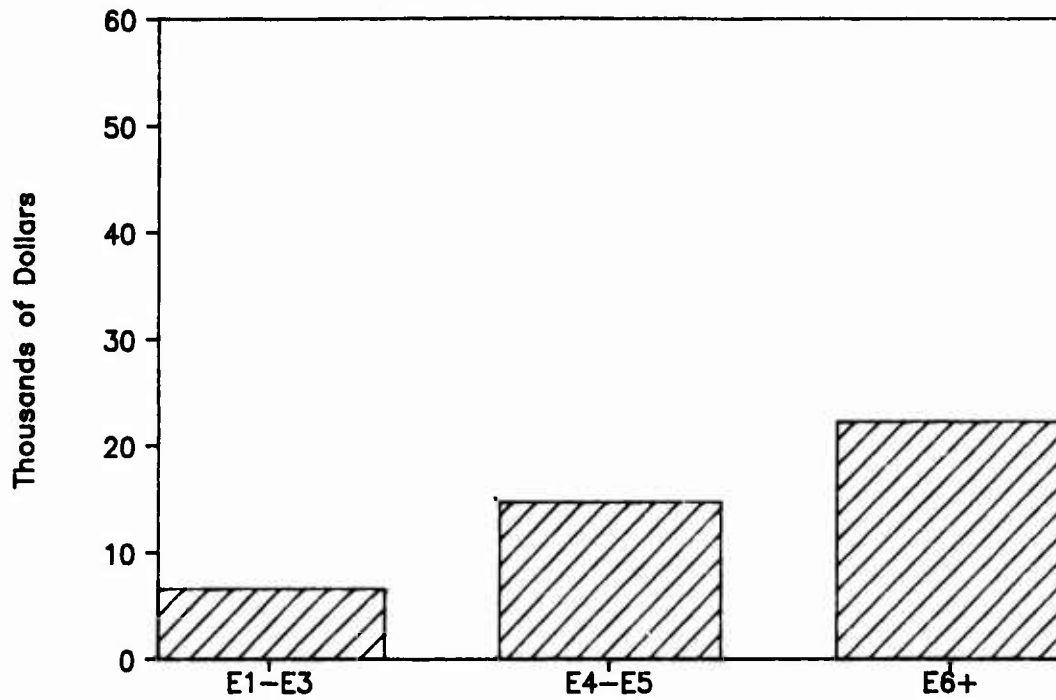
- . Single, no children
- . Single parent
- . Spouse only
- . Spouse and children.

Single enlisted personnel without children had a median income of \$7,800. This was only \$1,200 higher than the median income for the lowest pay grades (E1 - E3), \$6,600, reflecting the fact that nearly all of these individuals were in the lower and middle pay grades. Single parents had a median family income of \$15,300, slightly higher than that of the middle pay grades (E4 - E5). Further data analysis shows that single personnel with children were concentrated in the middle pay grades; 60 percent were in pay grades E4 - E5, and another third were in pay grades E6 and above. Relatively few were in the lowest pay grades.

The median family incomes of married enlisted personnel, with and without children, were higher for those with children than those without children--\$18,900 and \$17,800 respectively. The small advantage here for married members with children reflects, in part, the fact that those members with children tended to be at higher pay grade levels.

Figure 8.1

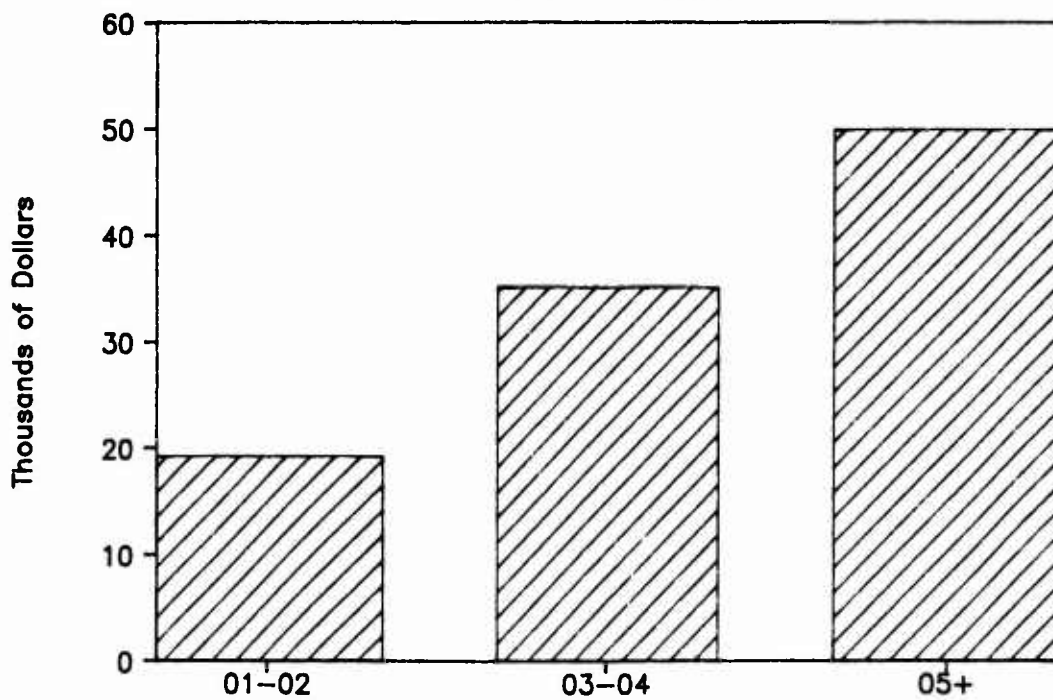
1984 Median Taxable Family Income by Pay Grade for Enlisted Personnel



Source: 1985 Member Survey

Figure 8.2

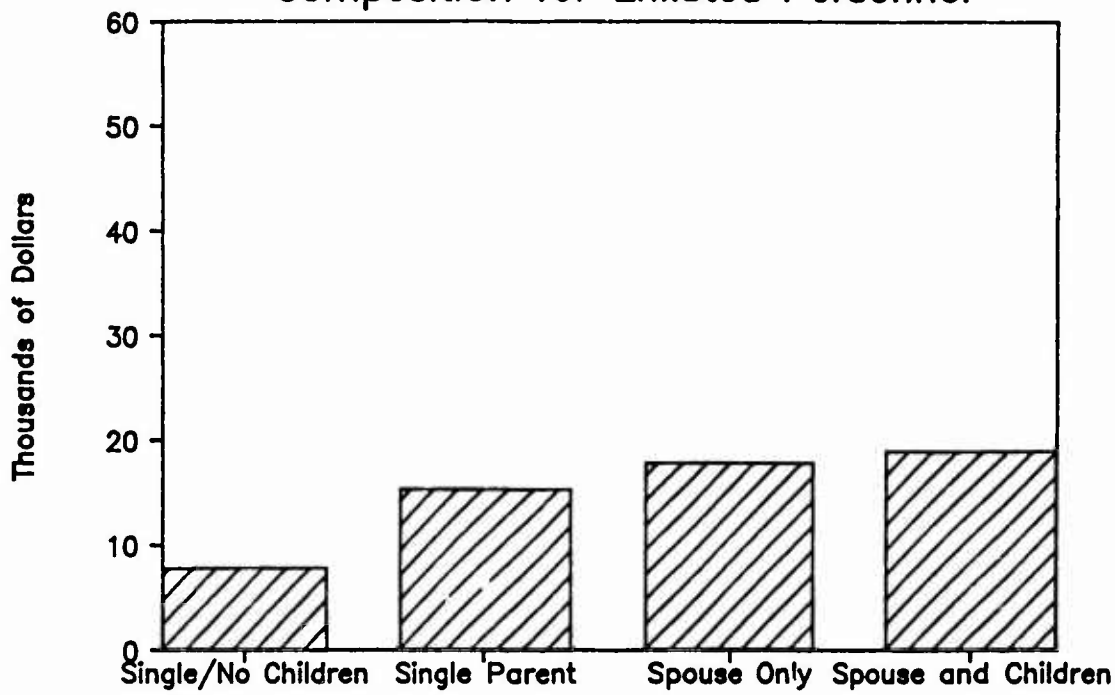
1984 Median Taxable Family Income by Pay Grade for Officers



Source: 1985 Member Survey

Figure 8.3

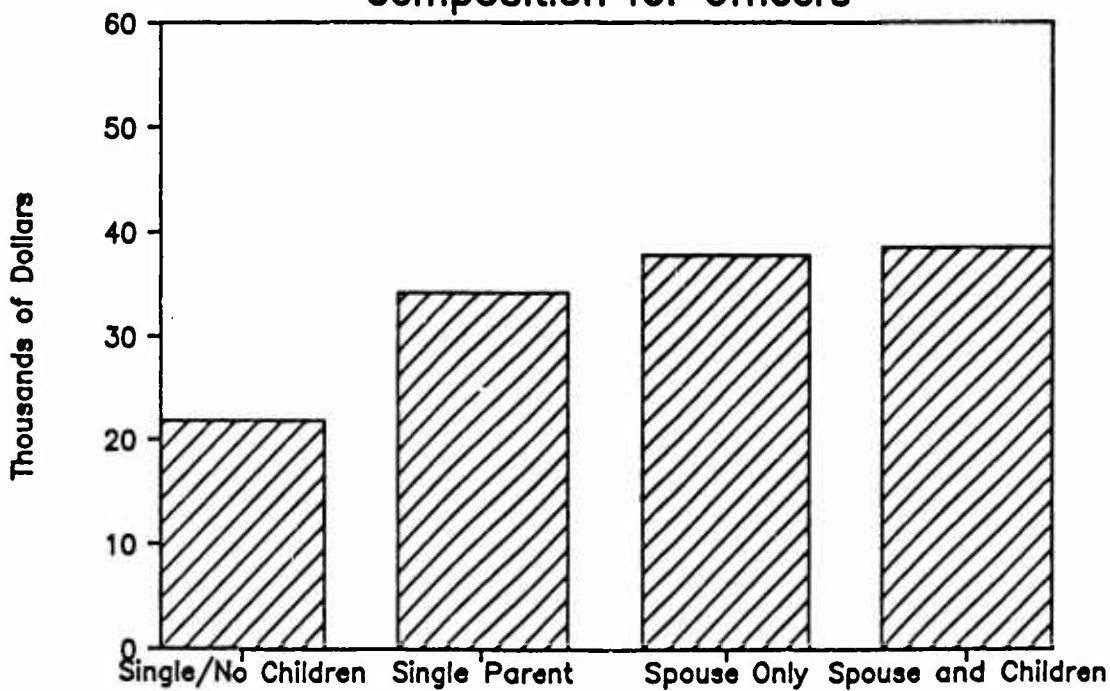
1984 Median Taxable Family Income by Household Composition for Enlisted Personnel



Source: 1985 Member Survey

Figure 8.4

1984 Median Taxable Family Income by Household Composition for Officers



Source: 1985 Member Survey

Officers had a similar pattern (Figure 8.4). The median income of single officers without children (\$21,800) reflects the fact that half were in the lower pay grades and nearly all of the remainder were in the middle pay grades. The median for single parents (\$34,100) was very close to the median for the middle pay grades. About three-fifths of this group were in pay grades 03 or 04, about one-fifth were in the lower pay grades, and the remaining one-fifth were in the higher pay grades.

Married officers, with and without children, had very similar median incomes (\$37,700 for those without children and \$38,500 for those with children). Nearly 60 percent of the married officers in both these household composition groups were in the middle pay grades. Of the remaining married officers, those with only a spouse in the household were most likely to be in the lower pay grades, while those with both a spouse and children at home were most likely to be in the higher pay grades.

8.3 Sources of Total Family Income for Different Household Groups

The major components of total income for each of the four household composition groups (single members without children, single parents, married members living with spouse only, married members with spouse and children) are presented in this section.

8.3.1. Sources of Family Income

Data from four sources of income from the 1985 Member Survey and from DMDC administrative records were assembled for CY1984.

- Military income (taxable only)
- Member income from a second job
- Spouse income (military and civilian)
- Nonwage and salary

Military income (taxable wages) includes the member's basic pay and any taxable special pays or allowances received. This measure of military income is not equivalent to regular military compensation (RMC). RMC

includes living quarters and the tax-exempt housing and subsistence allowances paid to many and the tax advantage derived from the tax-exempt status of the allowances along with basic pay and special pays.

Tables 8.2 and 8.3 show taxable military income, taxable family income, and family income including allowances by type of living quarters for enlisted personnel and officers. Nontaxable allowances are also available from the DMDC administrative records.

Table 8

1984 Taxable Military Income, Taxable Family Income, and Family Income Including Allowances by Type of Living Quarters
Enlisted Personnel

Type of Living Quarters/Income	1984 Income		
	Taxable Military	Taxable Family	Taxable Family + Allowances
Base/Government Housing			
\$10,000 or less	47%	40%	40%
\$10,001 - \$20,000	49	39	39
\$20,001 - \$30,000	3	15	15
More than \$30,000	0	6	6
Median	\$10,500	\$12,500	\$12,600
Civilian Housing			
\$10,000 or less	33%	18%	16%
\$10,001 - \$20,000	60	44	44
\$20,001 - \$30,000	7	25	26
More than \$30,000	0	13	14
Median	\$12,800	\$17,200	\$17,600
Total			
\$10,000 or less	41%	30%	29%
\$10,001 - \$20,000	54	41	42
\$20,001 - \$30,000	5	19	20
More than \$30,000	0	9	9
Median	\$11,700	\$14,800	\$15,100

Source: JUMPS File and 1985 Member Survey

Adding tax-exempt allowances received in 1984 for housing and subsistence changed the income distribution for total enlisted personnel very little. Adding these allowances increased the median taxable family income by \$300.

Not all enlisted personnel were eligible for allowances. Those living on base or in off-base government housing received in-kind compensation for housing. Those living in civilian housing were eligible for housing allowances. Data from the 1985 Member Survey indicate that 54 percent of enlisted personnel were living in civilian housing. Ninety percent of those living in civilian housing were in pay grade E4 or above. Similarly, only members not eating in military messes were eligible for subsistence allowances. The amount received for housing and subsistence varies with pay grade, length of service, and number of dependents.

Table 8.2 also shows the income distributions for enlisted personnel living in base/government housing and those in civilian housing. Those living in base/government housing had lower incomes than those in civilian housing in all three categories: taxable military, taxable family, and taxable family with allowances. Furthermore, the increments in income as the income categories become more inclusive were smaller for those in military housing than for those in civilian housing. These differences can be explained to a large extent by differences in pay grade and household composition between the two groups. Those living in base/government housing were more likely to be in lower pay grades and less likely to have families than those in civilian housing.

Officers were more likely to live in civilian housing than enlisted personnel--73 percent of officers compared to 54 percent of enlisted personnel (Table 8.3). The difference in income by housing type was much narrower for officers than it was for enlisted personnel.

Data on member income from a second job were collected also in the 1985 Member Survey. Respondents were asked:

Altogether in 1984, what was the total amount that you earned, before taxes and other deductions, for working during your off-duty hours?

About 10 percent of enlisted personnel and 7 percent of officers reported working at a second job in 1984. For both enlisted personnel and officers, those in the higher pay grades were slightly more likely than others to report off-duty work for pay. The median income from such work reported by enlisted personnel was about \$5,400; that reported by officers was approximately \$5,600.

Table 8.3

1984 Taxable Military Income, Taxable Family Income, and Family Income Including Allowances by Type of Living Quarters
Officers

Type of Living Quarters/Income	1984 Income		
	Taxable Military	Taxable Family	Taxable Family + Allowances
Base/Government Housing			
\$20,000 or less	21%	14%	14%
\$20,001 - \$30,000	41	29	28
\$30,001 - \$40,000	25	27	28
\$40,001 - \$50,000	10	15	15
More than \$50,000	3	15	15
Median	\$27,000	\$32,500	\$32,900
Civilian Housing			
\$20,000 or less	19%	13%	12%
\$20,001 - \$30,000	39	23	22
\$30,001 - \$40,000	28	25	25
\$40,001 - \$50,000	12	19	19
More than \$50,000	2	21	22
Median	\$27,900	\$35,700	\$36,300
Total			
\$20,000 or less	19%	13%	13%
\$20,001 - \$30,000	40	25	25
\$30,001 - \$40,000	27	25	26
\$40,001 - \$50,000	11	17	18
More than \$50,000	2	19	20
Median	\$27,700	\$34,700	\$35,300

Source: JUMPS File and 1985 Member Survey.

Data on spouse income comes from both the survey and from administrative sources. Spouse's civilian income comes from the 1985 Member Survey. Currently married members were asked:

Altogether in 1984, what was the total amount, before taxes and other deductions that YOUR SPOUSE earned from a civilian job or his or her own business? Give your best estimate.

Currently married members with active-duty spouses were asked their spouse's current pay grade. Average income by pay grade was used as an estimate of these spouses' military income.

Data on nonwage and salary income come from responses to two questions in the 1985 Member Survey:

During 1984, did you or your spouse receive any income from the following sources? Mark "yes" or "no" for each item.

- Interest and Dividends on Savings
- Stocks, Bonds or Other Investments
- Alimony, Child Support or Other Regular Contributions
from Persons Not Living in Your Household
- Unemployment Compensation or Workmen's Compensation
- Pensions from Federal, State or Local Government
- Employment
- Pensions from Private Employer or Union
- Social Security or Railroad Retirement
- Supplemental Security Income
- Public Welfare or Assistance
- WIC (food program for women, infants, and children)
- Government Food Stamps
- Anything else not including earnings from wages or salaries

During 1984, how much did you or your spouse receive from the income sources listed in Q100? Do not include earnings from wages or salaries in this question. Give your best estimate.

Fifty-six percent of enlisted personnel and 21 percent of officers reported receiving no income from these sources. The most common source of nonwage-or-salary income was interest from savings or dividends on investments (reported by 40 percent of all enlisted personnel and 80 percent of officers). About one-half of officers and one-tenth of enlisted personnel reported income from investments. Only very small proportions reported receiving income from the other sources listed.

8.3.2 Income Sources for Different Household Groups

Figures 8.5 and 8.6 show (for enlisted personnel and officers, respectively) the relative importance of each of these four sources of income for the four household composition groups. Each percentage shown in the figures is that proportion of the total income from that source for the group.

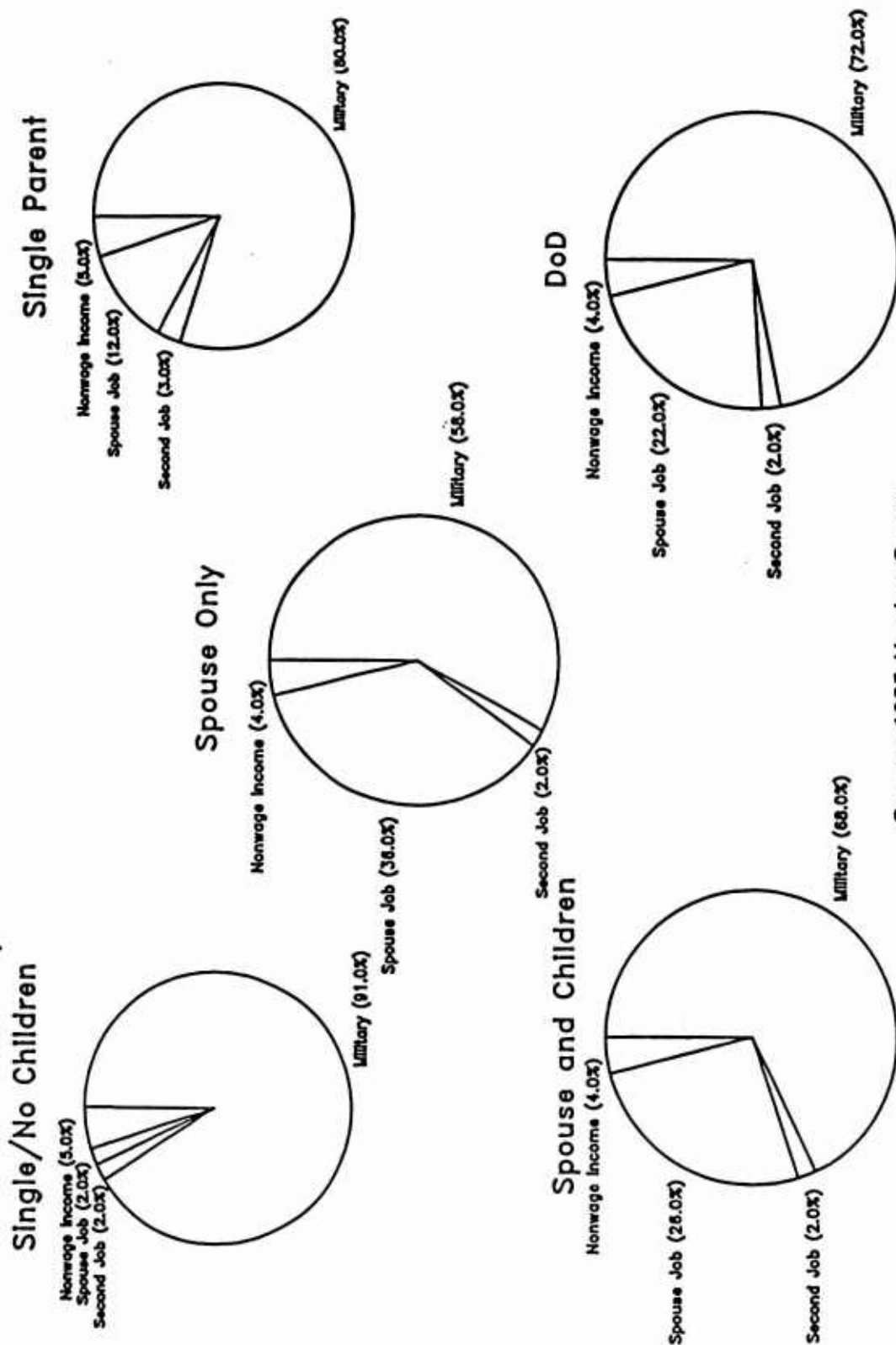
Figure 8.5 shows that the two largest components of total taxable family income for all enlisted personnel were taxable military income (72 percent on the average) and spouse income (22 percent on the average). Income from nonwage sources (4 percent on the average) and from a second job (2 percent on the average) were relatively unimportant components of family income overall.

The size of the two largest components of family income differs by household composition. Military income was the largest source for single enlisted personnel without children, comprising more than nine-tenths of their incomes. Four-fifths of the family income of single parents was military income, though income from a (former) spouse's job formed slightly over a tenth. Spouse income was a large component of the family incomes of married members. Spouse income comprised nearly two-fifths of the family incomes of married members without children and one-fourth of the incomes of those with children.

The results for officers (Figure 8.6) are similar. Officers' family incomes differed from those of enlisted personnel primarily in that spouse income was a smaller percentage of total income. The two major components of total officers' family income were also the member's military income (slightly over three-fourths) and spouse income (about one-fifth).

The incomes of single officers were comprised almost entirely of their military incomes--more than 90 percent of incomes of those without children and almost 90 percent of incomes of those with children. For married officers without children, spouse income was about 30 percent of family income on the average; the member's military income was almost two-thirds

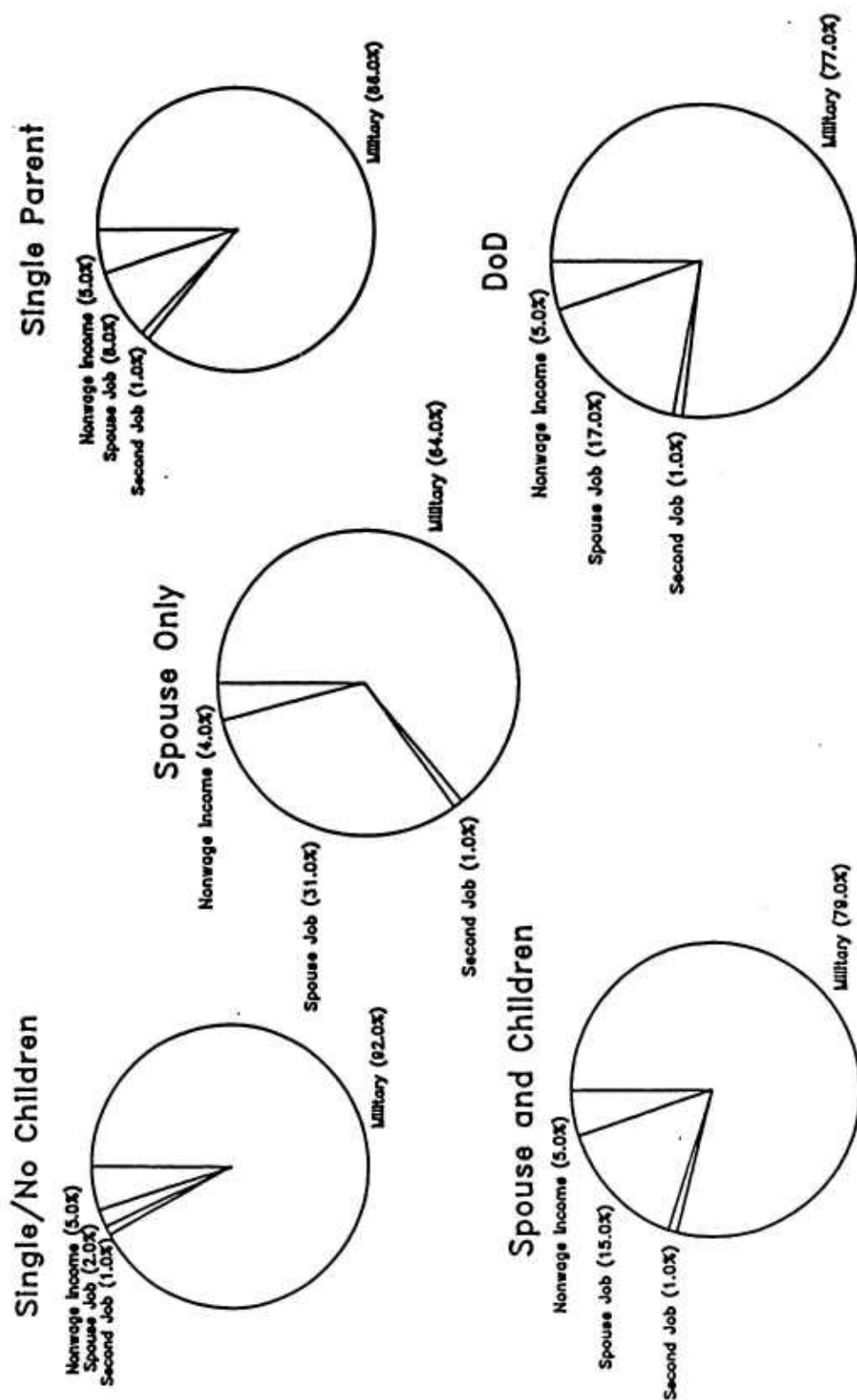
Figure 8.5
Sources of Family Income in 1984 by Household
Composition for Enlisted Personnel



Source: 1985 Member Survey

Figure 8.6

Sources of Family Income in 1984 by Household Composition for Officers



Source: 1985 Member Survey

of family income. For married members with children, spouse income was about 15 percent of family income on the average, with the member's military income comprising almost four-fifths.

8.4 Family Economic Situation

In this section, we examine the economic situation of military members and their families in terms of their debt and regular expenditures on groceries and household items. To assess the level of debt, members were asked:

As of today, what is your estimate of the total amount of outstanding debts that you may have? Exclude any mortgage.

Thus, the debts included such things as car loans and other personal loans, debts owed on charge accounts, and credit cards. Each respondent's estimated debt was divided by total family income to provide a measure that was readily comparable across groups.

To assess the level of ordinary expenditures, members were asked:

How much do you and your family spend each month on groceries and household items? Please give your best estimate.

Each response to this question was divided by the respondent's monthly family income--again to provide a measure that is readily comparable across groups.

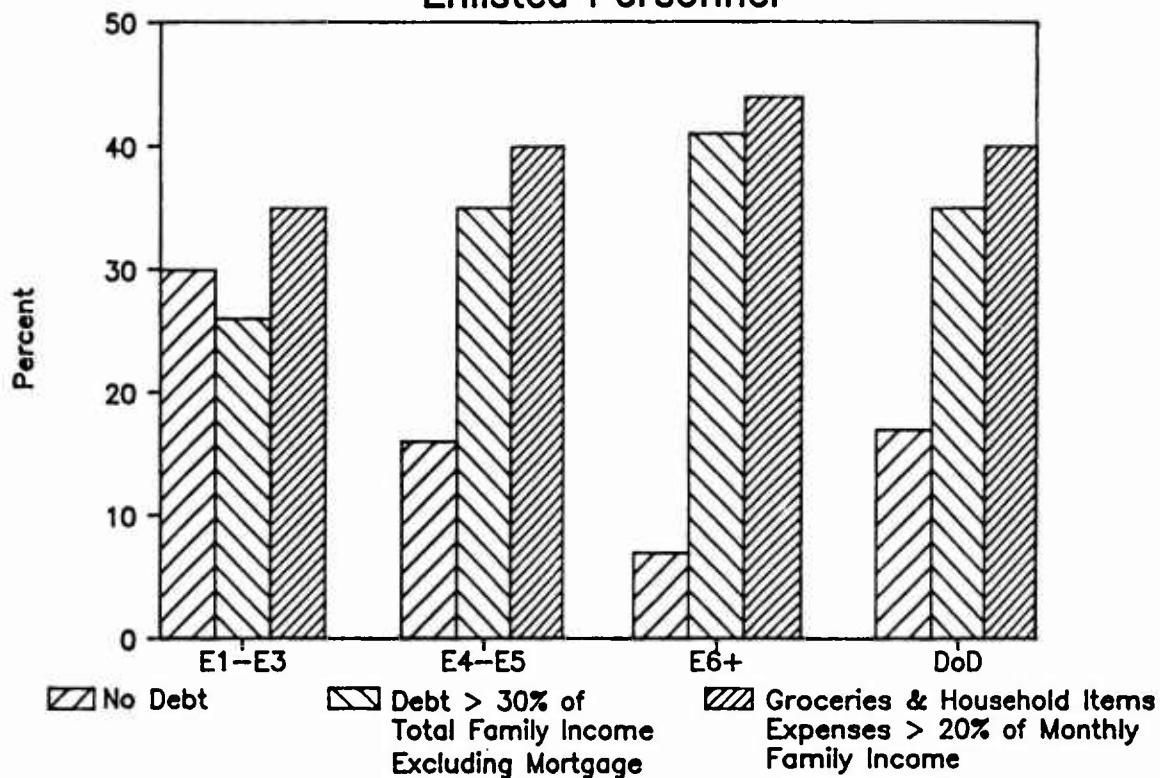
Three measures of economic well-being are shown for each pay grade category and for DoD overall in Figures 8.7 and 8.8. These groups are those with:

- (1) No debt
- (2) Debt greater than 30 percent of total family income
- (3) Monthly grocery and household item expenses greater than 20 percent of monthly family income

In Figure 8.7 we see that almost one-fifth of all enlisted personnel had no debts, while just over one-third had estimated debts that totaled more than 30 percent of their income. Two-fifths estimated monthly grocery and household expenses that were greater than 20 percent of their monthly income.

Figure 8.7

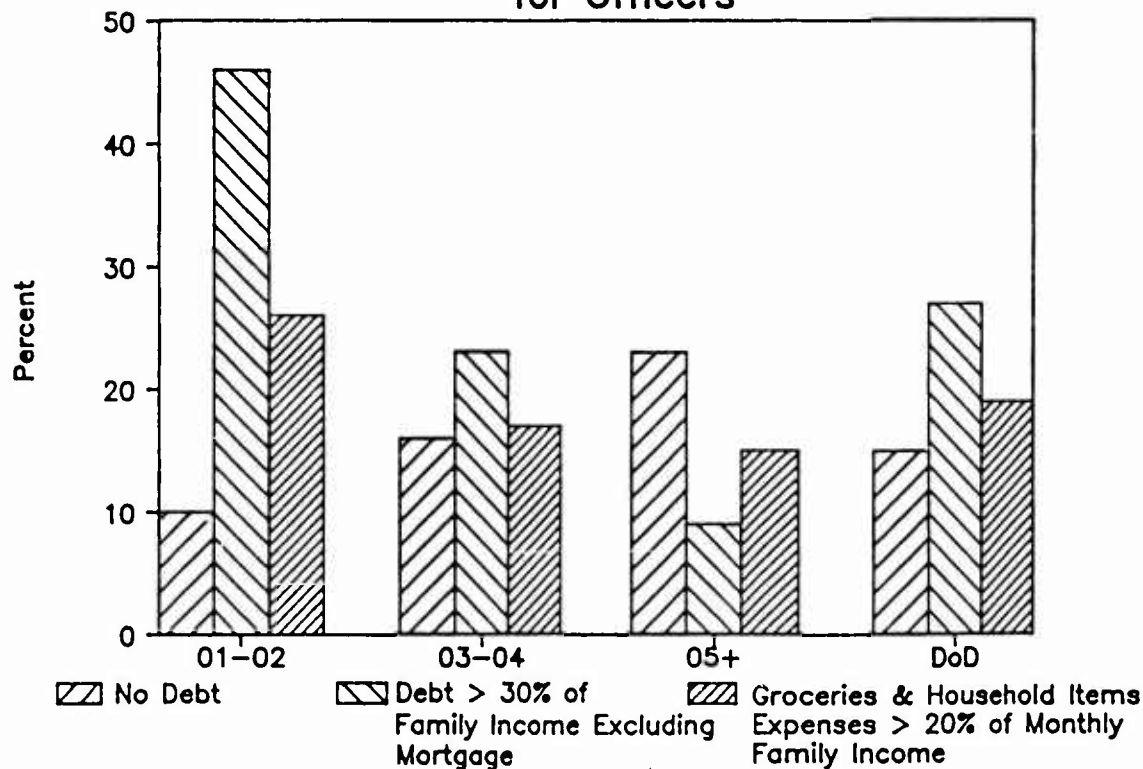
Family Economic Situation by Pay Grade for Enlisted Personnel



Source: 1985 Member Survey

Figure 8.8

Family Economic Situation by Pay Grade for Officers



Source: 1985 Member Survey

Less than one-fifth of officers had no debt, a percentage similar to that for enlisted personnel. Officers' estimated debt and household expenses were a lower percentage of their incomes than those of enlisted personnel. About one-fourth estimated a debt larger than 30 percent of total family income. About one-fifth estimated grocery and household expenses greater than one-fifth of their monthly family incomes.

Family economic situation can be understood in terms of available income and demands made on that income. Pay grade and household composition both indicate income and demand. In Chapter 4 we showed the relationship between pay grade and household composition for enlisted personnel and officers (in Figures 4.21 and 4.22).

The proportions married and the proportions with children increased as pay grade increased. Officers are older than enlisted personnel when they begin active duty. In the lower and middle pay grades, officers were substantially more likely than enlisted personnel to be married and to have children. Great majorities of officers and enlisted personnel in higher pay grades were married with children.

Single enlisted personnel and officers who had no children generally had lower incomes than others. Otherwise, differences in family income among household composition groups were smaller than those observed by pay grade.

Figure 8.7 shows that the proportion of enlisted personnel with no debt declined with pay grade (from 30 percent of those in pay grades E1 - E3 to 7 percent of those in pay grades E6 or above). Meanwhile, the proportion estimating a debt greater than 30 percent of their family income increased (from 26 percent of those in the lowest pay grades to 41 percent of those in the highest). Expenses as a percentage of monthly income increased with pay grade as well.

The pattern for officers was the reverse (Figure 8.8). The proportion of officers who reported no debts increased with pay grade (from 10 percent of those in pay grades 01 - 02 to 23 percent of those in pay grades 05 or above). At the same time, the proportion whose estimated debt was more

than 30 percent of family income decreased (from nearly one-half of those in the lowest pay grades to about one-tenth of those in the highest pay grades). Household expenses as a percentage of monthly family income also decreased for officers as pay grade increased; 26 percent of those in the lower pay grades estimated expenses that were more than 20 percent of those in the middle pay grades and 15 percent of those in the highest pay grades.

Figures 8.9 and 8.10 show the debt and expense levels of enlisted personnel and officers according to household composition. Single enlisted personnel (who tend to be in the lowest pay grades) were the most likely to report no debt and were the least likely of the four household composition groups to report debt or expenses at the levels we have been considering (about one-fourth reported each).

Enlisted members with a spouse and children (who tend to be in the middle and higher pay grades) were the most likely to report higher levels of debt and expenses. Single parents and members living with spouse only (who tend to be in the middle pay grades) reported similar levels of debt and expenses somewhere between the other two groups.

The patterns for officers were the same in some ways, different in others. As with enlisted personnel, single officers without children were most likely to say they had no debt (20 percent), although the difference between them and the other three groups was small (13 to 15 percent).

At the same time, single officers, with and without children, were more likely to estimate their debt at levels greater than 30 percent of their income than were married officers (again, regardless of the presence of children). About one-third of each single group reported this much debt compared to about one-fourth of each married group.

Finally, as might be expected, officers with a spouse and child at home were more likely than other groups to report household expenses that were greater than 20 percent of monthly income. Almost one-fourth of married officers with children reported expenses at this level compared to 11 to 16 percent of those in other groups.

Figure 8.9

Family Economic Situation by Household Composition for Enlisted Personnel

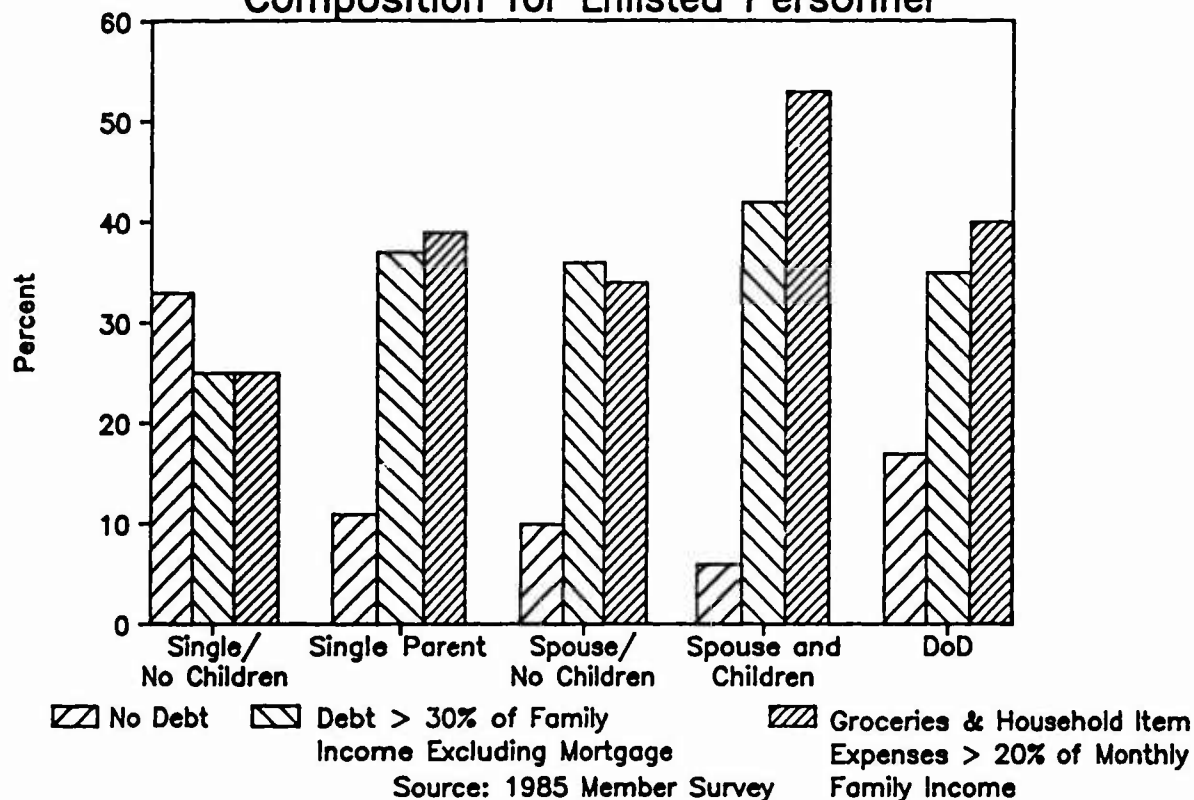
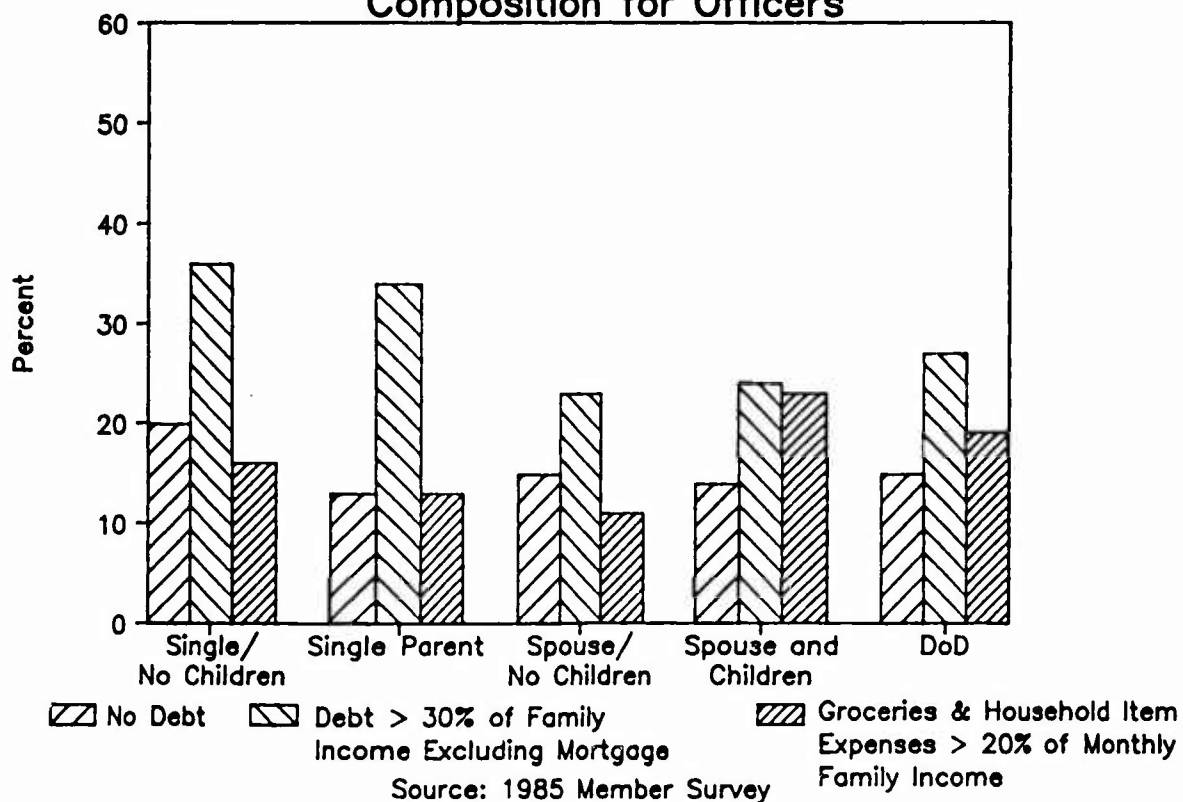


Figure 8.10

Family Economic Situation by Household Composition for Officers



8.5 Satisfaction With Family Income

Respondents to the 1985 Member Survey were asked:

Overall how do you feel about your/your family income: that is, all the money that comes to you and other members of your family living with you?

Delighted
Pleased
Mostly satisfied
Mixed (about equally satisfied and dissatisfied)
Mostly dissatisfied
Unhappy
Terrible

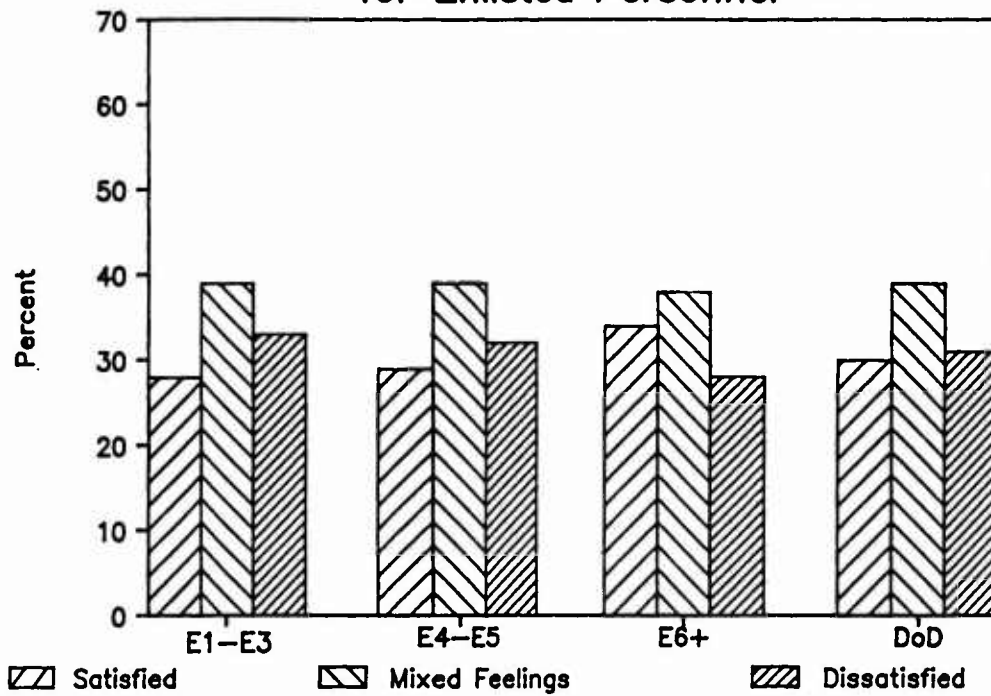
Figure 8.11 shows the proportion of enlisted personnel who were "Satisfied" (including those who responded "mostly satisfied," "pleased" or "delighted"), the proportion "mixed", and the proportion "Dissatisfied" (including those who responded "mostly dissatisfied," "unhappy" or "terrible") by pay grade. Figure 8.12 shows the same information for officers.

Enlisted personnel were about equally likely to be satisfied or dissatisfied with their family incomes; almost one-third expressed satisfaction; and another third expressed dissatisfaction. Almost two-fifths said their feelings were mixed. Officers were much more likely to be satisfied with their family incomes (more than three-fifths of them were) than to be dissatisfied (only one-tenth were) or mixed (about one-fourth of them are).

Pay grade made little difference in satisfaction with family income. Enlisted personnel in pay grades E1 - E3 were slightly more likely to express dissatisfaction than satisfaction (33 percent dissatisfied versus 28 percent satisfied). In the higher pay grades, this situation was reversed: the members were slightly more likely to express satisfaction than dissatisfaction (33 percent satisfied vs. 28 percent dissatisfied). There was even less variation for officers. About three-fifths at each pay grade level were satisfied with their family incomes while about one-tenth were dissatisfied.

Figure 8.11

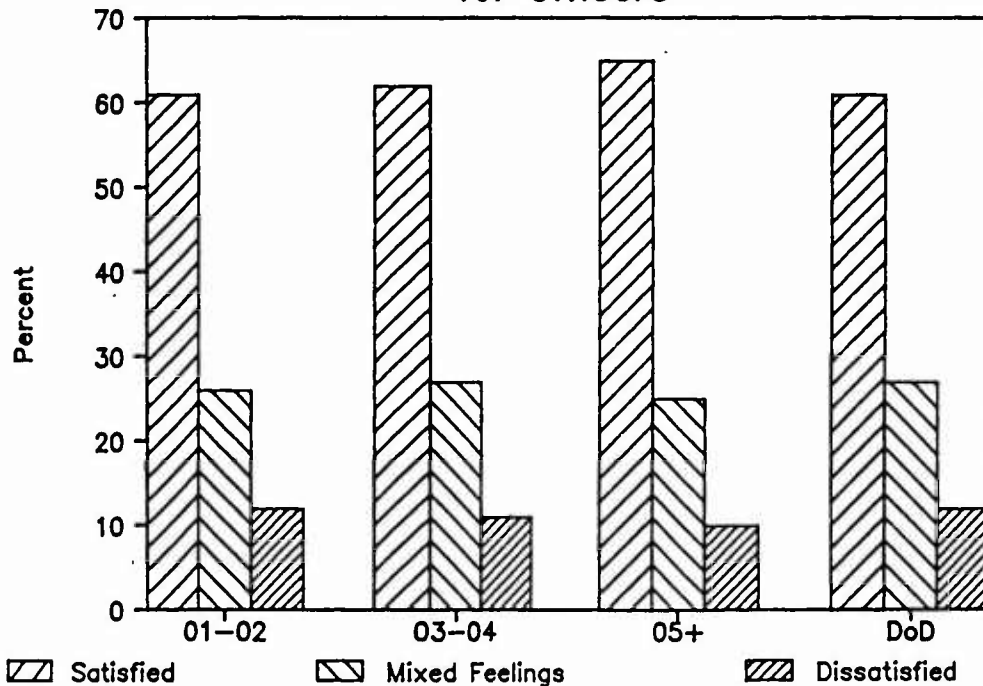
Satisfaction with Family Income by Pay Grade for Enlisted Personnel



Source: 1985 Member Survey

Figure 8.12

Satisfaction with Family Income by Pay Grade for Officers



Source: 1985 Member Survey

Figures 8.13 and 8.14 show satisfaction with family income by household composition for enlisted personnel and officers. Enlisted personnel living with a spouse (and no children) were most likely to express satisfaction with their family income and least likely to express dissatisfaction; more than one-third of this group were satisfied, while only one-fourth were dissatisfied. Single parents, on the other hand, were least satisfied (and most dissatisfied). Single enlisted personnel with no children and those living with spouse and children were about as likely to express satisfaction as dissatisfaction.

Officers' satisfaction with their family incomes depended on whether they had children. About two-thirds of the two groups without children said they were satisfied, while only one-tenth said they were dissatisfied. Of those with children, 56 to 57 percent said they were satisfied with their family incomes, while nearly one-fifth said they were dissatisfied. Officers with a spouse and children were also more likely than other groups to express mixed feelings.

8.6 Knowledge of Retirement Benefits

Retirement benefits are an important element in the total military compensation package. Respondents were asked the following question about the retirement system:

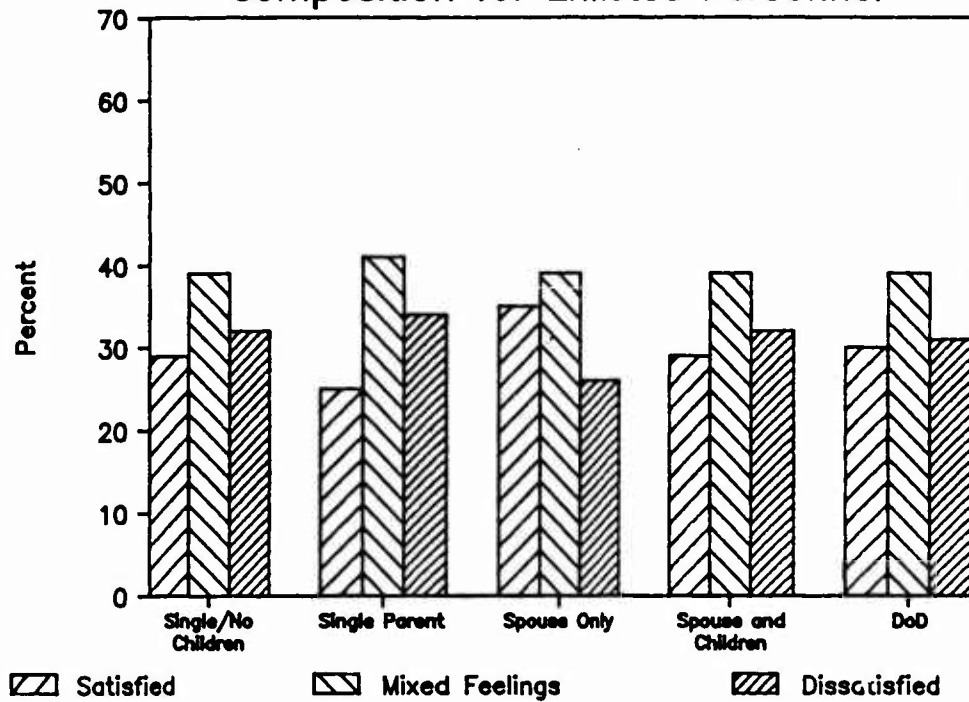
Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 26 years of service--under the current retirement system, what percentage of your basic pay would you receive as retirement pay?

The correct answer is 65 percent. Figures 8.15 and 8.16 show the percentages of basic pay enlisted personnel and officers thought they would receive by Service.

Figure 8.13

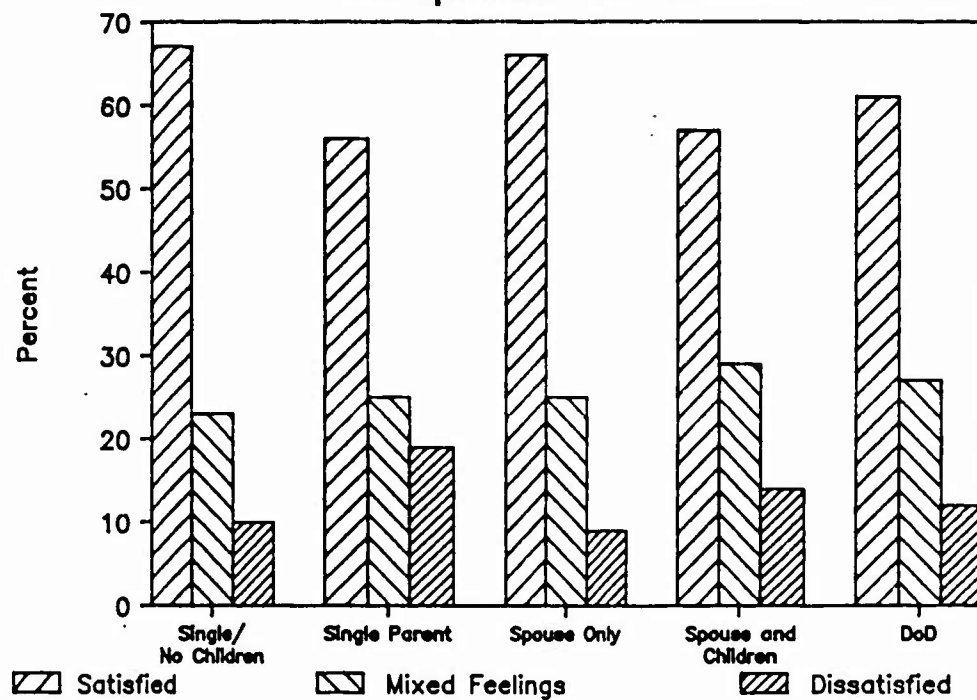
Satisfaction with Family Income by Household Composition for Enlisted Personnel



Source: 1985 Member Survey

Figure 8.14

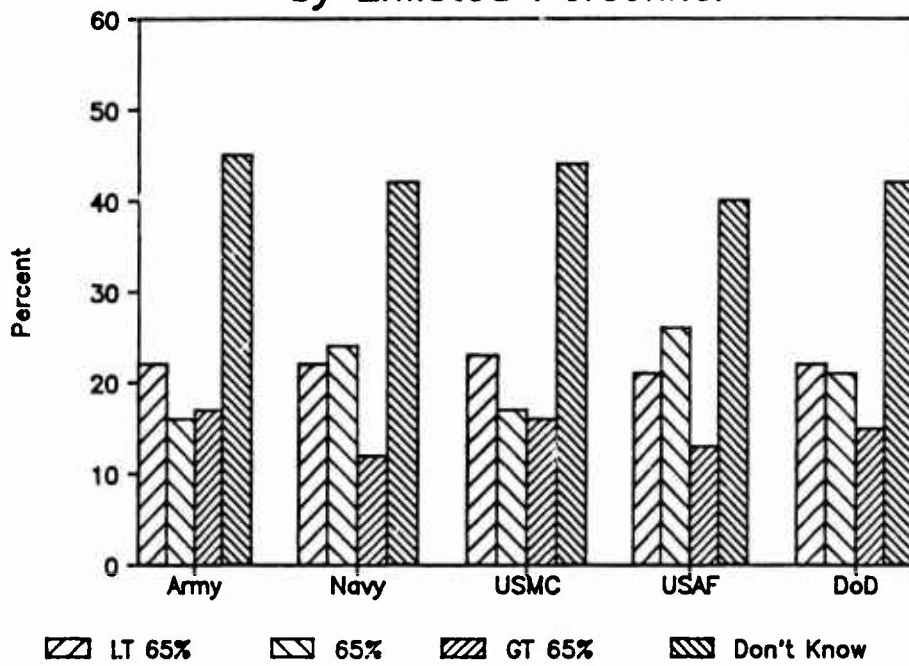
Satisfaction with Family Income by Household Composition for Officers



Source: 1985 Member Survey

Figure 8.15

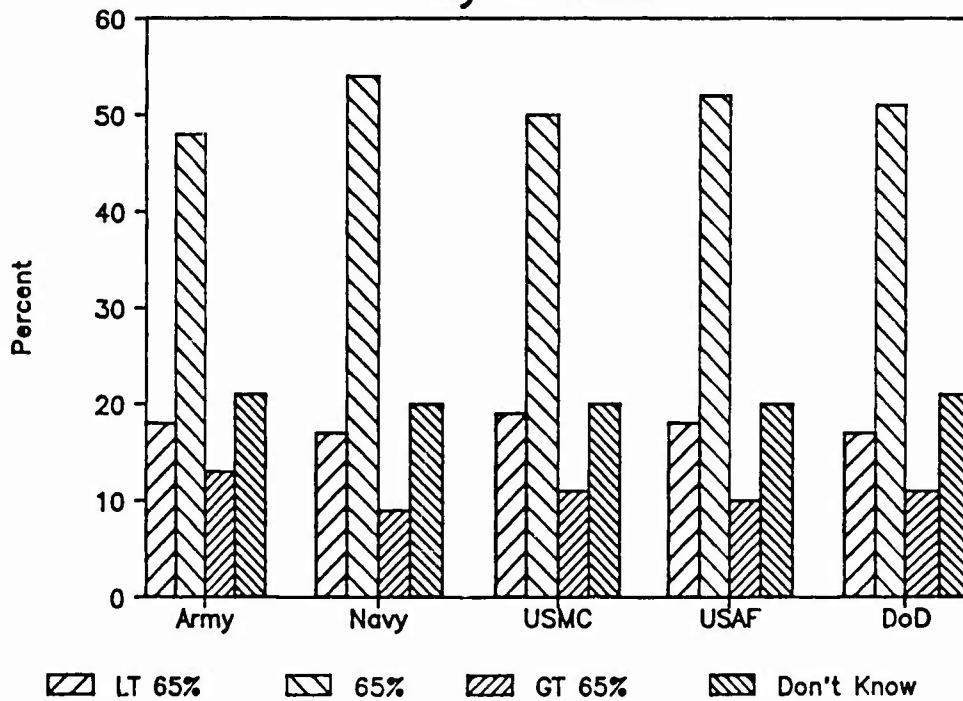
Responses to Question About Percentage of Basic Pay Received After 26 Years by Enlisted Personnel



Source: 1985 Member Survey

Figure 8.16

Responses to Question About Percentage of Basic Pay Received After 26 Years by Officers



Source: 1985 Member Survey

One-fifth of all enlisted personnel answered correctly. Just over one-third gave an incorrect answer; these were somewhat more likely to be below the correct response. The plurality (just over two-fifths) marked "Don't know." Officers were more likely to answer correctly--about half of them did. About one-fifth said they did not know. The differences in these patterns by Service were small.

Figures 8.17 and 8.18 show the percentages of enlisted personnel and officers who gave the correct answer in 1985 (and the percentages who responded "don't know") by current YOS. Knowledge of the retirement system clearly improved for both groups as individuals got closer to retirement.

This question was asked in the 1978/79 DoD Survey as well. Its form differed from the 1985 version in that the earlier question did not provide a "Don't know" response category. Presumably, respondents to the earlier survey who did not know the correct answer (and were unwilling to guess) skipped the question and were eliminated from the base for the percentages. The 1985 and 1978/79 data were made comparable by eliminating the "don't know" responses from the 1985 data for this question.

One-third of enlisted personnel and two-thirds of officers gave the correct answer in 1979. After the 1985 percentages were adjusted, two-fifths of enlisted personnel and 71 percent of officers correctly answered the retirement benefits question. This suggests that knowledge of the current retirement system has increased in the past six years, especially among enlisted personnel.

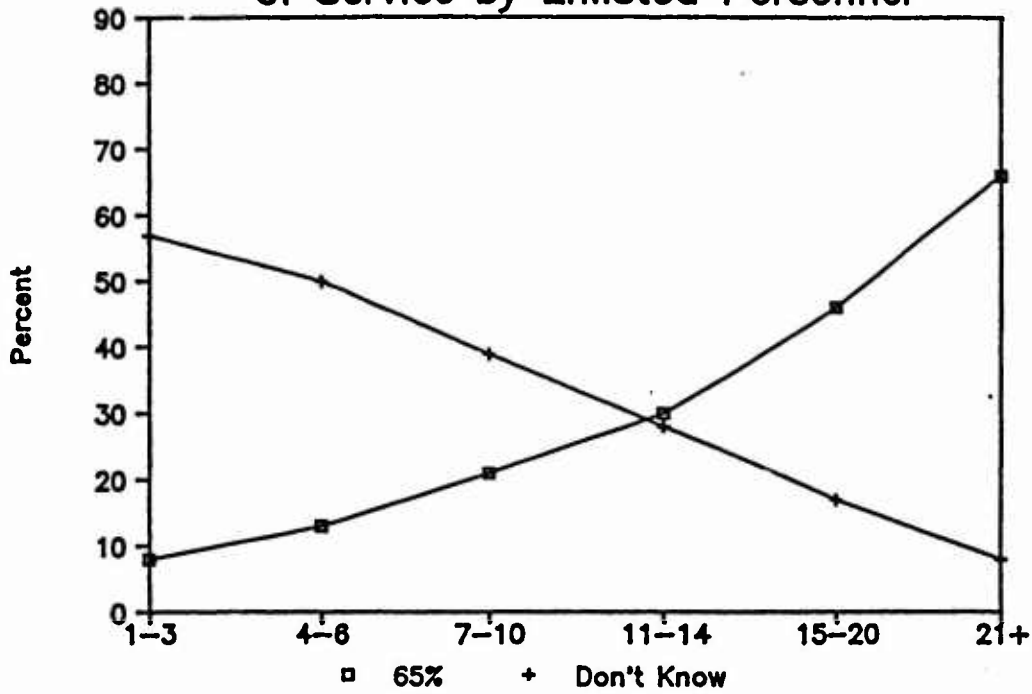
8.7 Summary

This chapter describes the economic situation of officers and enlisted personnel and their families. Among the findings of interest are:

- Officers' median taxable family income in CY 1984 was \$7,000 higher than their median taxable military income; for enlisted personnel the difference was \$3,100.

Figure 8.17

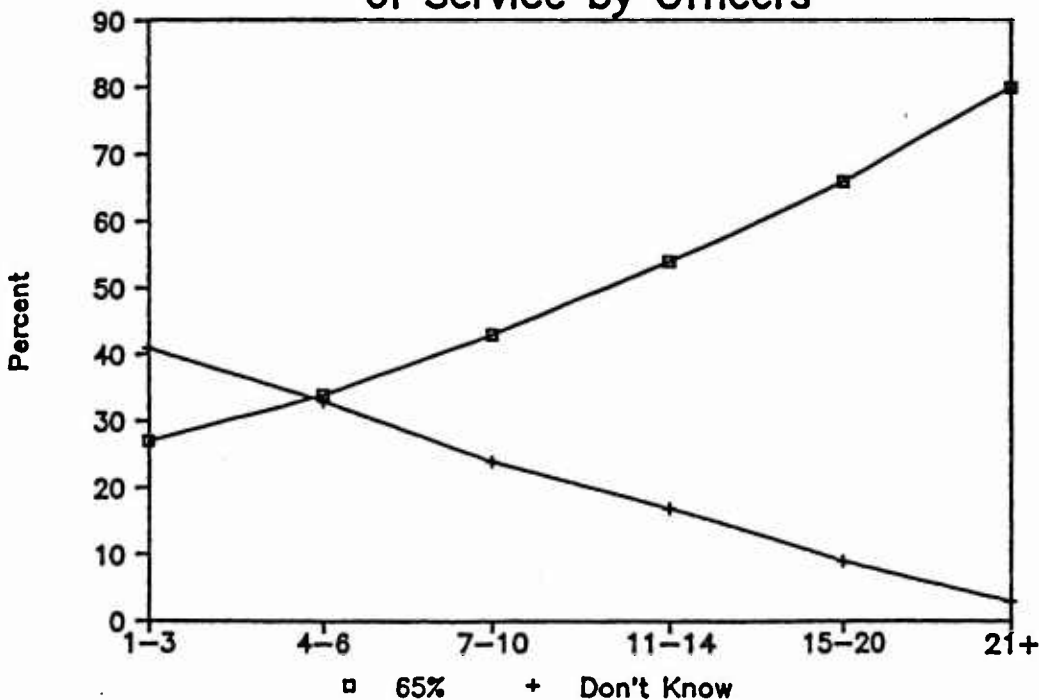
Responses to Question About Percentage Basic Pay Received After 26 Years by Year of Service by Enlisted Personnel



Source: 1985 Member Survey

Figure 8.18

Responses to Question About Percentage Basic Pay Received After 26 Years by Year of Service by Officers



Source: 1985 Member Survey

- Single officers and enlisted personnel without children had lower family incomes than other household composition groups, reflecting in part their concentration in the lower and middle pay grades.
- Single parents' family incomes were similar to the E4 - E5 family incomes for enlisted personnel and the 03 - 04 family incomes for officers, reflecting in part their concentration in these pay grades.
- Spouse's job was a substantial source of income in the households of both married officers and married enlisted personnel, especially in households without children.
- For enlisted personnel, both debt and expenditures on groceries and household items increased as percentages of family income as pay grade increased; the reverse occurred for officers, reflecting in part differences in household composition (and, hence, demand on income) and income available to meet the demand.
- Enlisted personnel were about as likely to be satisfied as dissatisfied with family income; officers were much more likely to be satisfied than dissatisfied.
- Knowledge of the current retirement benefits has increased since the 1978/79 DoD Survey, especially among enlisted personnel.

9. ROTATION EXPERIENCE AND PERCEPTIONS OF THE CURRENT LOCATION

9.1 Introduction

The military lifestyle is characterized by frequent moves to new assignment locations. Permanent change of station (PCS) moves are a necessary part of preparing and maintaining a strong military force. Military personnel are rotated for training and additional experience under different conditions, to replace personnel separating from the military and to accept promotions. Rotation also evens out the burden of serving in important military locations that impose extreme hardships on those stationed there.

Rotation policy is believed to affect a military member's likelihood of remaining in the military. It is especially important for certain segments of the military, e.g., married members with children. Improvements in military facilities and increases in services and benefits for military personnel in recent years have reduced some of the hardships associated with assignment to many locations. By identifying problem-free and problem-laden aspects of PCS moves, and recognizing sources of satisfaction and dissatisfaction with assignment locations, DoD policymakers should be able to make better decisions regarding the military's rotation policy.

This chapter examines the nature and relative seriousness of the problems members experienced during their last PCS move prior to the conduct of the survey. It also examines military members' satisfaction with various aspects of their current assignment location. The rotation experience reported in the 1985 Member Survey is then compared with the responses to similar items that were included in the 1978/79 DoD Survey.

9.2 Rotation Experience

Enlisted personnel and officers were asked to report the number of times they had moved to a new location because of an active-duty permanent change of station (PCS).

As can be seen in Table 9.1, officers reported substantially more PCS moves than enlisted personnel. This is as one would expect, because officers had served longer than enlisted personnel, and their opportunity to have been moved was, therefore, much greater.

Table 9.1

Number of PCS Moves Made by Enlisted Personnel and Officers

PCS Moves	Enlisted Personnel	Officers
None	18%	4%
1-3	49	32
4-5	16	20
6-9	12	27
10 or more	5	18

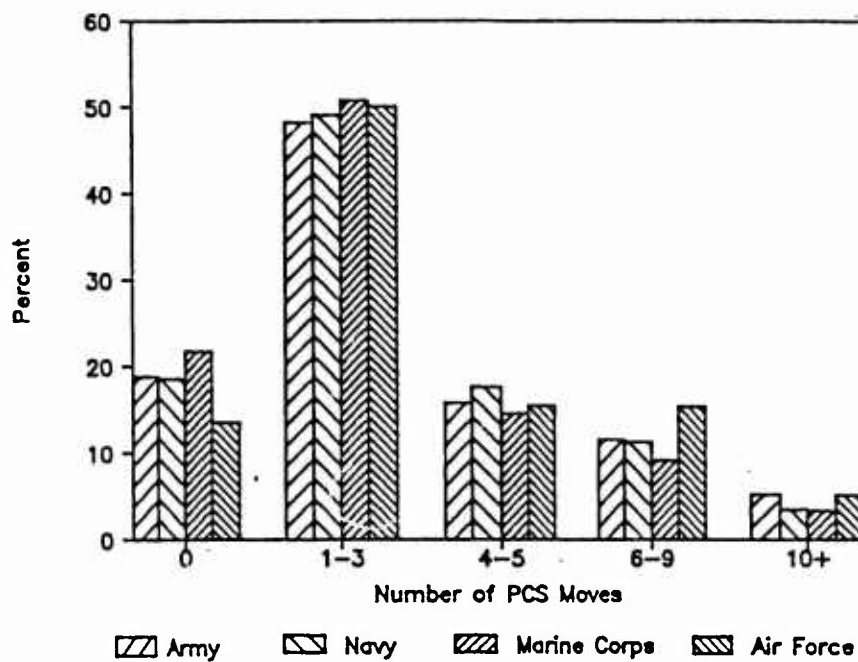
Source: 1985 Member Survey

Figures 9.1 and 9.2 present the number of PCS moves made by officers and enlisted personnel by Service. Air Force enlisted personnel appeared somewhat more likely and Marine Corps enlisted personnel appeared less likely to have experienced a PCS move than enlisted members of the Army and Navy. This may be due, in part, to differences in time on active duty in the Services.

Among officers, however, the picture is different. Air Force and Navy officers reported fewer PCS moves than officers in the Army and Marine Corps. The Air Force pattern of enlisted personnel making more and the officers making fewer PCS moves than the other Services is consistent with the distribution of YOS noted in Chapter 3. Air Force enlisted personnel had been on active duty longer than other enlisted personnel and had more opportunities to move, whereas Air Force officers had been on active duty for less time than those in the other Services and, therefore, had fewer opportunities for PCS moves.

Figure 9.1

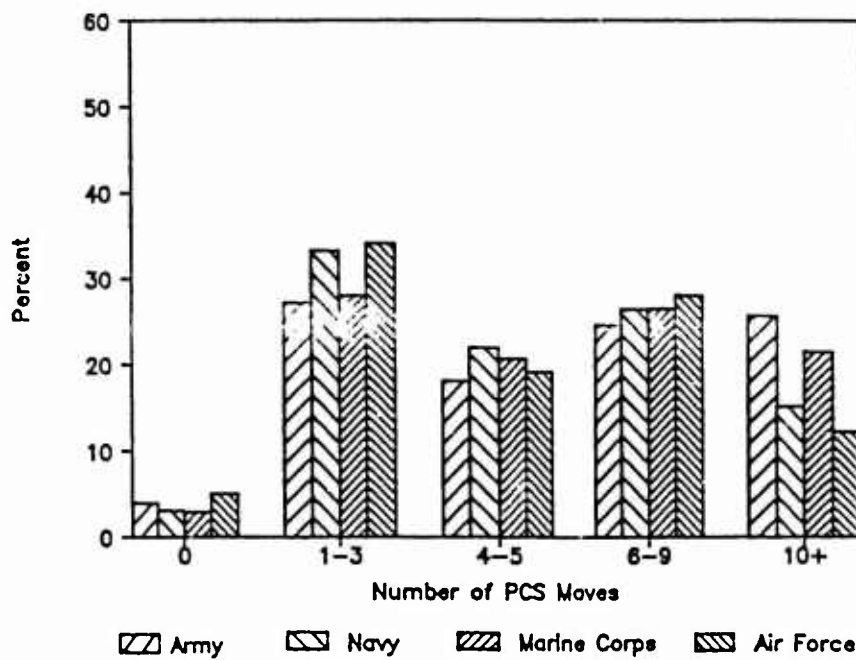
Number of PCS Moves for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.2

Number of PCS Moves for Officers



SOURCE: 1985 MEMBER SURVEY

Table 9.2 examines the relationships between the number of PCS moves and pay grade for officers and enlisted personnel. As noted earlier, military pay grade is a surrogate measure of both length of time on active duty and age. The magnitude of the difference between the number of PCS moves made by officers and enlisted personnel became much larger when pay grade was considered. Forty-one percent of the members in the lowest enlisted personnel pay grade category, for example, had made no PCS moves, while only 12 percent of the lowest officer pay grade category had made no PCS moves. The difference was even larger at the high end of the pay grade scale. Sixteen percent of those in the highest enlisted personnel pay grade category and 57 percent of those in the highest officer pay grade category made 10 or more PCS moves.

Figures 9.3 and 9.4 present data for enlisted personnel and officers, respectively. The same general pattern seen previously was repeated; regardless of pay grade, Air Force enlisted personnel moved most often, and Air Force officers moved least often when differences in pay grade were controlled. As noted above, some of these differences may be due to differences in time on active duty.

Table 9.2
Number of PCS Moves Made by Pay Grade
for Enlisted Personnel and Officers

PCS Moves	Enlisted Personnel			Officers ¹		
	E1-E3	E4-E5	E6+	01-02	03-04	05+
None	41%	16%	2%	12%	3%	1%
1-3	56	63	20	68	30	2
4-5	3	16	27	11	28	6
6-9	*	5	35	8	30	34
10 or more	*	1	16	1	10	57

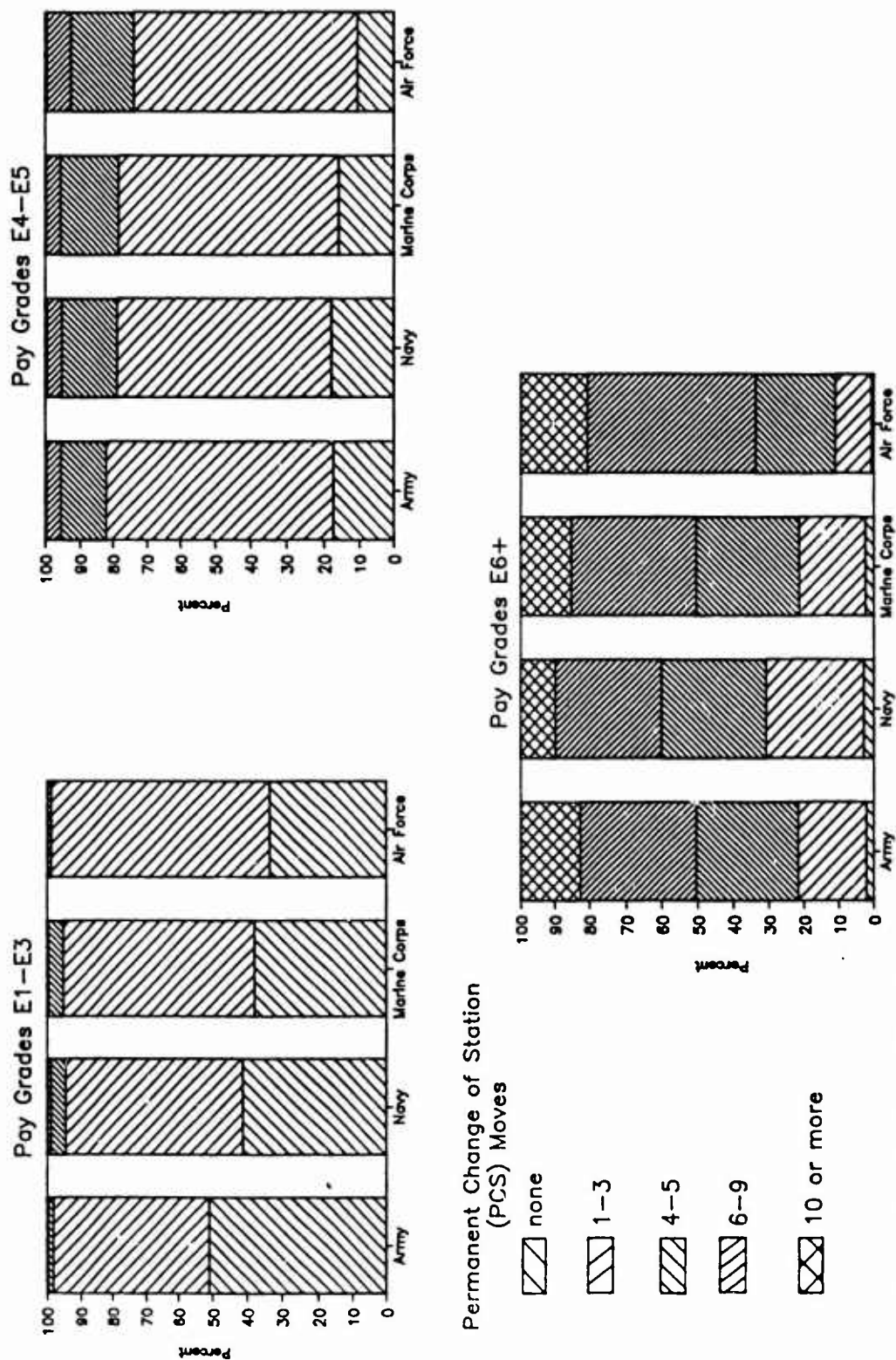
Source: 1985 Member Survey.

¹Does not include warrant officers.

*Less than 1%.

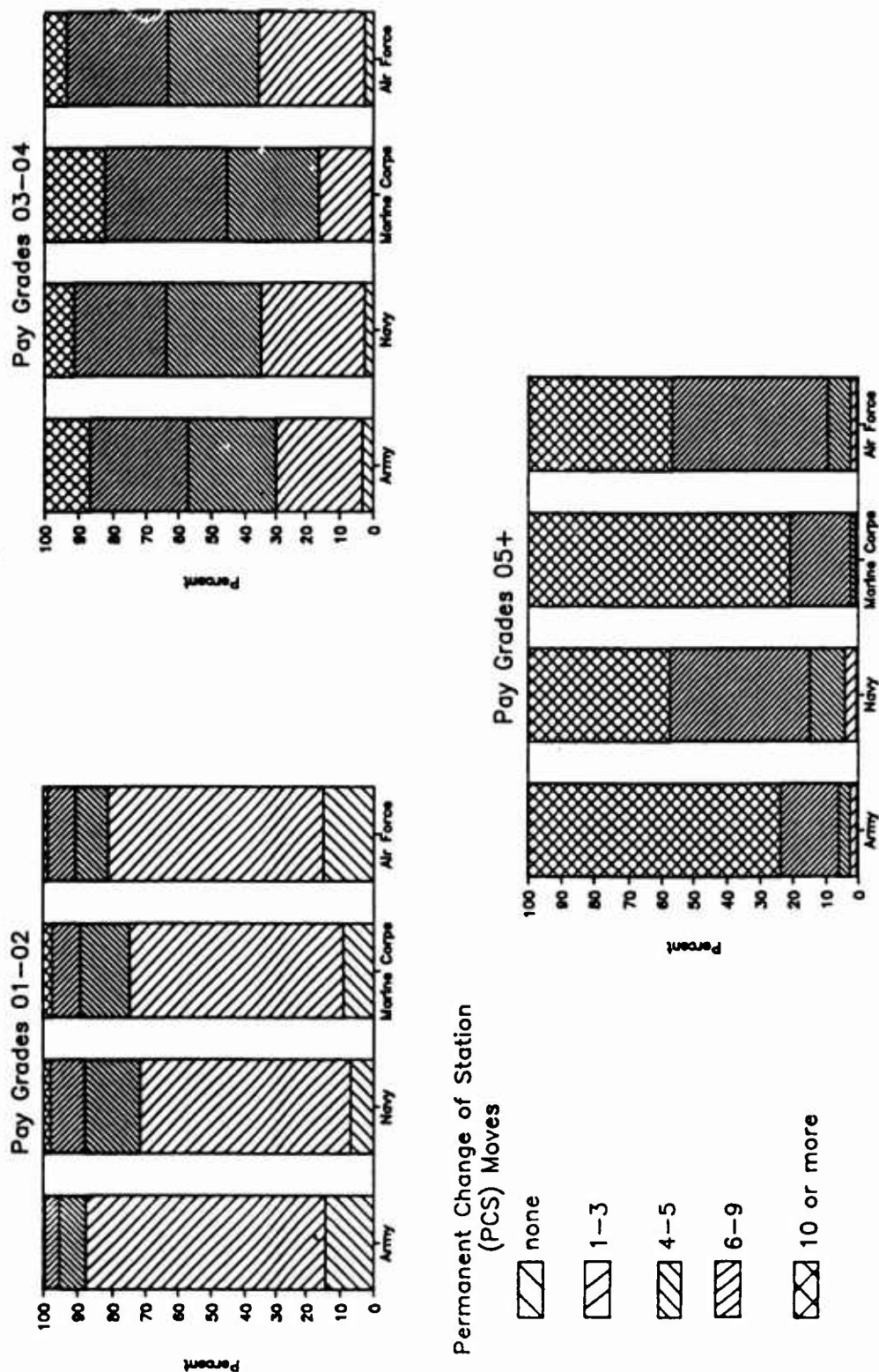
Figure 9.3

Number of PCS Moves by Pay Grade for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.4
Number of PCS Moves by Pay Grade for Officers



Permanent Change of Station
(PCS) Moves

- none
- 1-3
- 4-5
- 6-9
- 10 or more

SOURCE: 1985 MEMBER SURVEY

Overseas or afloat assignments are a second dimension of the rotation experience. Table 9.3 presents the distribution of active-duty time spent overseas by enlisted personnel and officers. Officers were much less likely than enlisted personnel to report having spent 50 percent or more of their active-duty time overseas. As can be seen in Figures 9.5 and 9.6, Army personnel served a larger percentage of their active duty overseas than members of the other Services. Navy personnel served the smallest percentage of their active duty overseas. Barely half of Navy personnel served as much as 10 percent of their time overseas.

Table 9.3

Percentage of Active-Duty Time Spent Overseas
by Enlisted Personnel and Officers

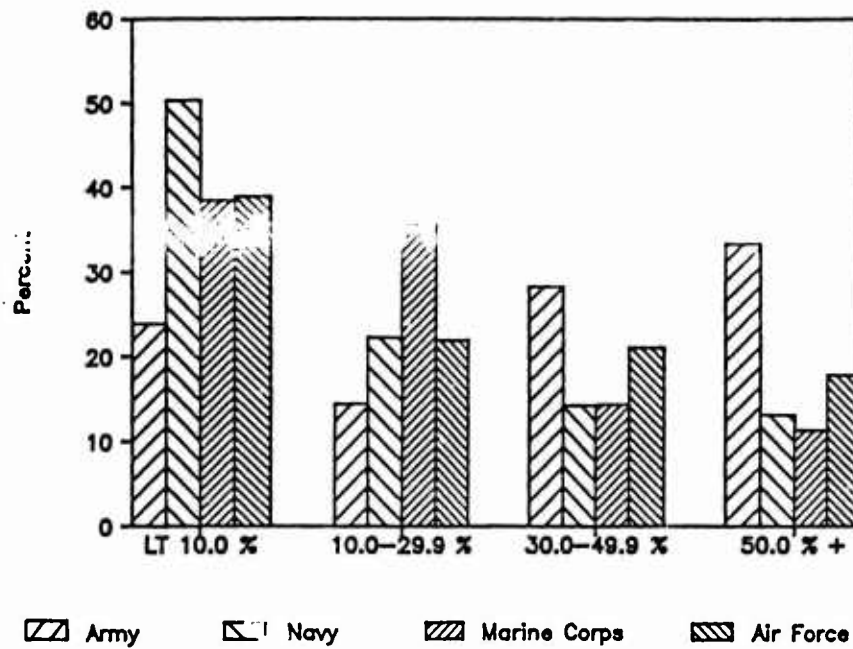
% Active-Duty Served Overseas	Enlisted Personnel	Officers
Less than 10.0	37%	37%
10.0 - 29.9	21	34
30.0 - 49.9	21	20
50.0 or more	21	9

Source: 1985 Member Survey

Nonetheless, the difference between enlisted personnel and officers in the percentage of active-duty time spent overseas remained for all the Services; much larger proportions of enlisted personnel than officers served overseas for long periods.

Figure 9.5

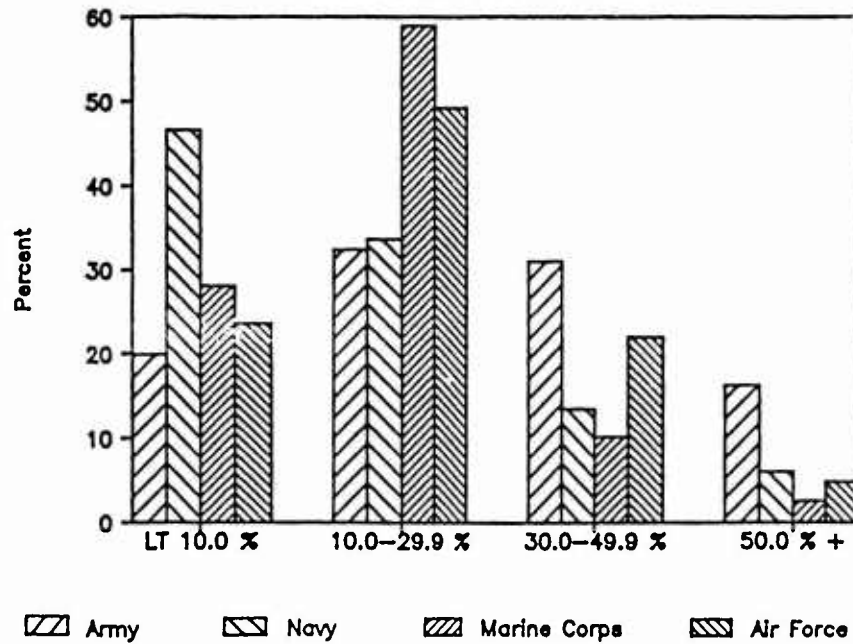
Percent of Active-Duty Time Spent Overseas for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.6

Percent of Active-Duty Time Spent Overseas for Officers



SOURCE: 1985 MEMBER SURVEY

The large difference between the Navy and the other Services in time overseas is partly accounted for by the amount of time Navy personnel spent at sea, even when their home-port was in CONUS. Table 9.4 presents the distribution of active-duty time spent at sea by Navy enlisted personnel and officers. As can be seen from this table, almost half of Navy enlisted personnel served most of their active-duty time at sea; this percentage is far larger than the percentages in the other Services who reported serving overseas. The same was true for officers in the Navy, except that the percentage of officers who served most of their active-duty time at sea was half that of Navy enlisted personnel.

Members were asked how long they were separated from their spouse and dependents during the previous year. This third dimension of the rotation experience is presented in Table 9.5. The largest group of both enlisted personnel and officers reported separations of up to four months, and the smallest group reported separations of from nine to twelve months. Nearly a third of the enlisted personnel, however, reported being separated for more than four months. Only one-fifth of the officers reported being separated from their families for an equal time period.

Table 9.4
Percentage of Active-Duty Time Spent at Sea
by Navy Enlisted Personnel and Officers

% Active-Duty Served At Sea	Enlisted Personnel	Officers
Less than 10.0	25%	29%
10.0 - 29.9	11	19
30.0 - 49.9	16	28
50.0 or more	49	25

Source: 1985 Member Survey

Table 9.5

Number of Months Enlisted Personnel and Officers with
Spouse or Dependents Who Were Separated from Family
During the Past Year

Months Separated from Spouse or Dependents	Enlisted Personnel	Officers
None	28%	21%
Up to 4 months	42	61
5 - 8 months	18	13
9 - 12 months	13	6

Source: 1985 Member Survey

The numbers of months that enlisted personnel and officers were separated from spouse and dependents, by Service, are presented in Figures 9.7 and 9.8. Air Force enlisted personnel reported the least separation. Nearly 40 percent of Air Force enlisted personnel reported no separation, while only 15 percent were separated for more than four months. Navy enlisted personnel experienced the longest separations; nearly 45 percent reported separations of more than four months.

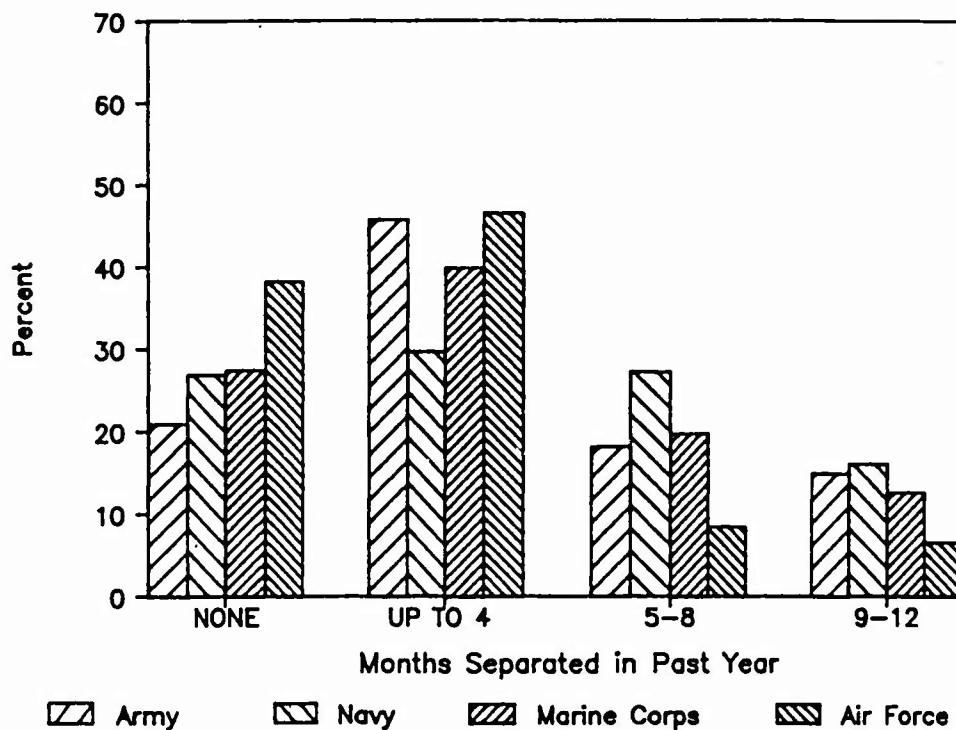
With the exception of officers in the Army, smaller proportions of officers than enlisted personnel in the same Service reported having no separation from spouse or dependents. The largest difference between enlisted personnel and officers was in the Air Force where 20 percent of officers and nearly 40 percent of enlisted personnel reported no separation. More Navy officers reported separations of more than four months than did officers in the other Services but, without exception, these percentages were much smaller than those for enlisted personnel in the same Service.

9.3 Willingness to Extend Tour

The willingness, or unwillingness, of military members to extend their tours at their current locations reflects both their attitudes toward the present locations and their beliefs that the next PCS will take them to more desirable locations or assignments. In this section, we consider this

Figure 9.7

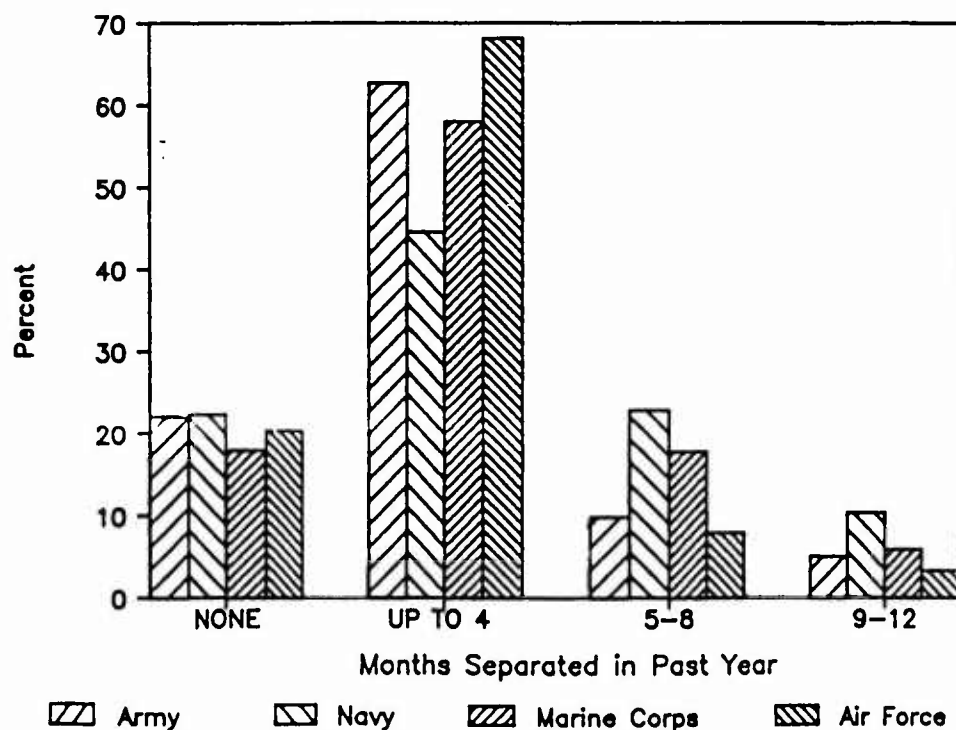
Months Separated from Family for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.8

Months Separated from Family for Officers



SOURCE: 1985 MEMBER SURVEY

dimension of the rotation experience. Officers and enlisted personnel seemed to evaluate their current locations and their prospects for improvement with a move to a different location in much the same manner (Table 9.6). A large majority of all members preferred not to extend their current tour; and very similar or smaller percentages reported a willingness to extend for up to six, twelve, or twenty-four months. It appears that enlisted personnel and officers were about evenly split on their prospects of a better situation in the next location.

Air Force enlisted personnel and officers were about equally willing to extend their current tours. Officers in the other Services were slightly more willing to extend their tours and to extend them for slightly longer periods than enlisted personnel (Figures 9.9 and 9.10).

Where personnel were currently located also influenced their willingness to extend their tours. As can be seen from Figures 9.11 and 9.12, more than 70 percent of enlisted personnel and officers currently afloat would not extend their current tour. Nearly 60 percent of personnel stationed overseas indicate no willingness to extend. Officers and enlisted personnel based in CONUS responded most positively to the suggestion of extending their current tours; nonetheless, nearly half said they would not extend their tours. Enlisted personnel and officers responded in much the same way, regardless of location.

Table 9.6

Amount of Time for Which Enlisted Personnel and Officers
Would Be Willing to Extend Current Tour of Duty

Time Willing to Extend Tour	Enlisted Personnel	Officers
Would not extend	55%	50%
Up to 6 months	7	7
12 months	10	14
24 months	16	19
Unspecified	13	10

Source: 1985 Member Survey

Figure 9.9

Months Willing to Extend Current Tour for Enlisted Personnel

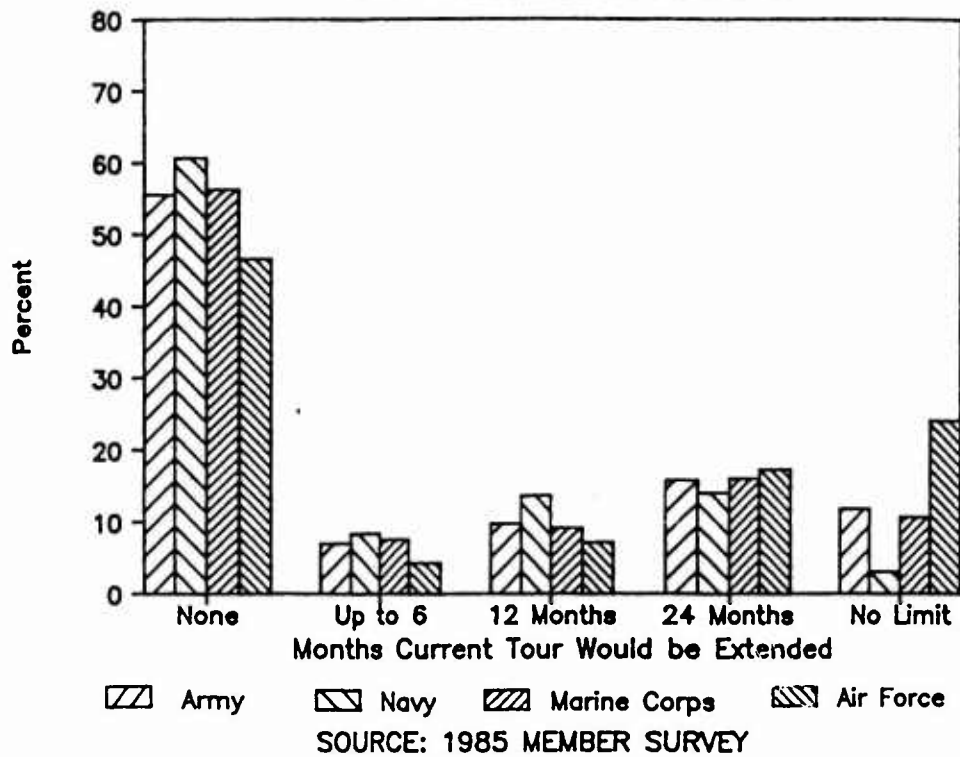


Figure 9.10

Months Willing to Extend Current Tour for Officers

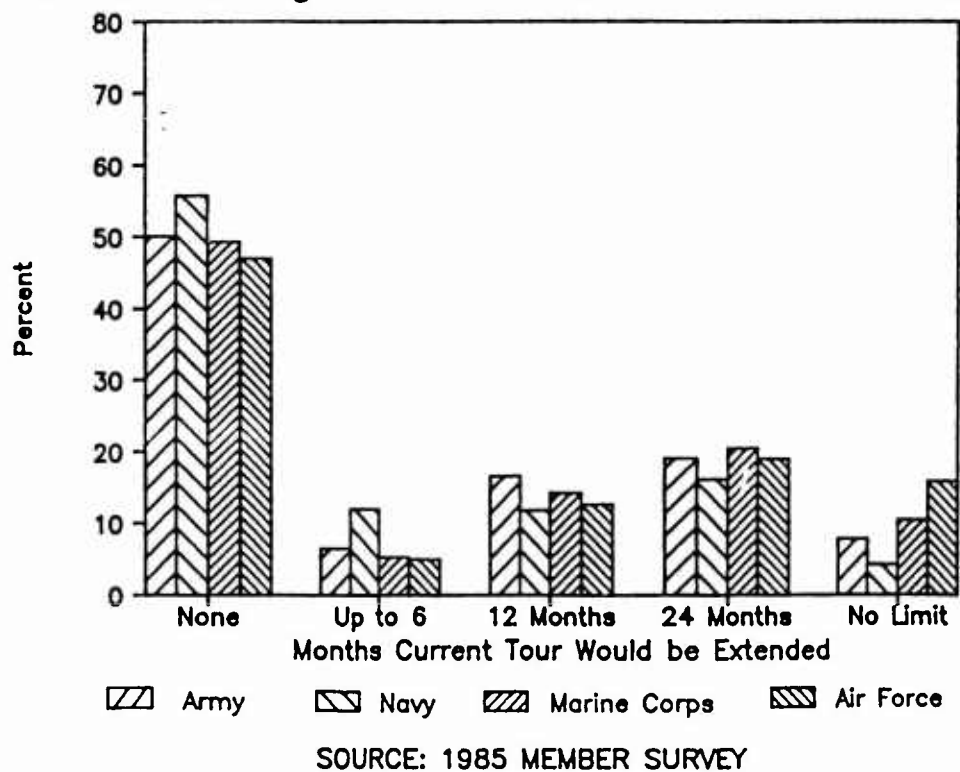
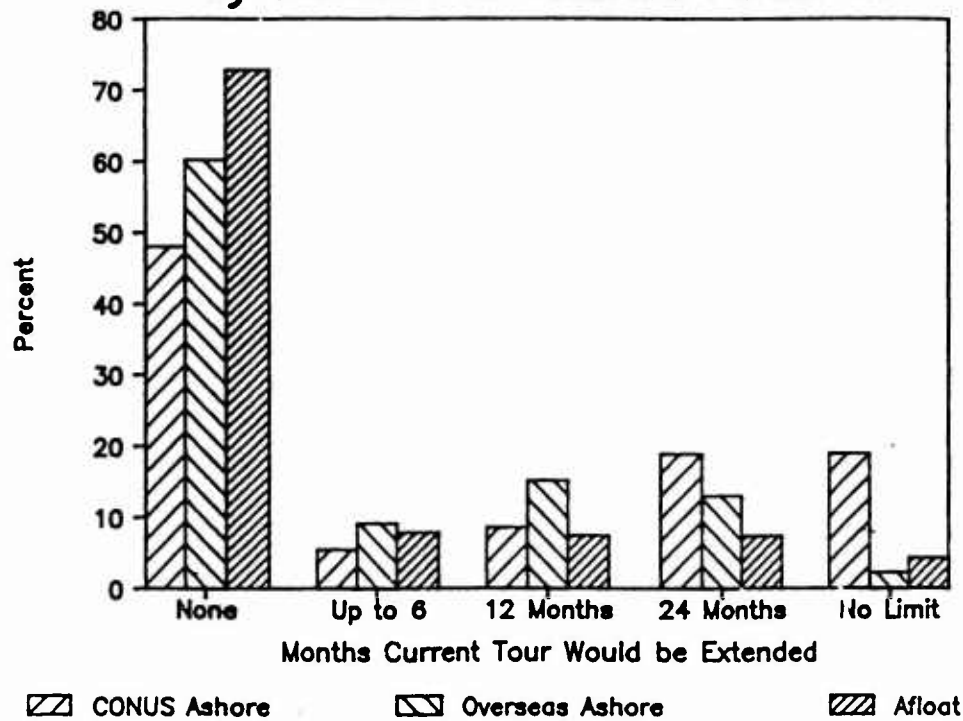


Figure 9.11

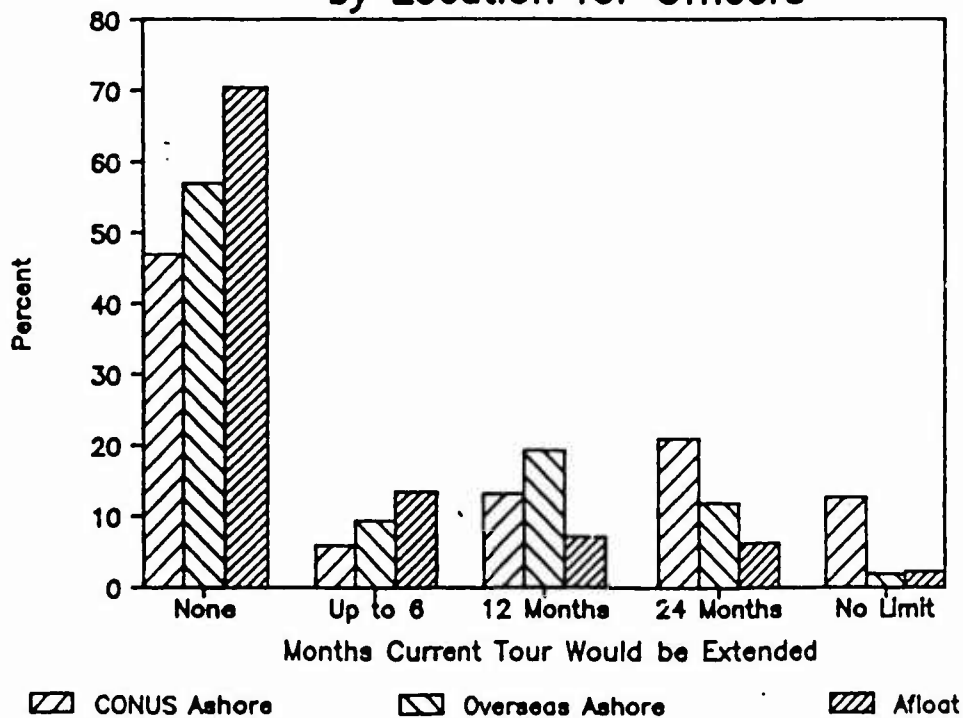
Months Willing to Extend Current Tour by Location for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.12

Months Willing to Extend Current Tour by Location for Officers



SOURCE: 1985 MEMBER SURVEY

Marital status and the presence of children also affected the willingness of military personnel to extend their current tours. Figures 9.13 and 9.14 graphically present the amount of time enlisted personnel and officers said they would extend their tours according to whether they were married, their spouse was in the military, and they had children. The presence of children increased the willingness to extend the current tour, regardless of marital status, for officers and enlisted personnel. Being married also slightly increased the willingness to extend, especially if the member's spouse was a civilian. Enlisted personnel and officers gave very similar responses, with one exception--fewer single officers with children would not extend their tours than single enlisted personnel with children. Unexplainably, single officers with children were the least likely of all to say they would not extend and the most likely to say they would extend for as long as two years.

From the analysis thus far, it appears that their current location, their marital status, and whether they have children affect the willingness of military personnel to extend their current tours of duty. These factors seem to similarly affect enlisted personnel and officers. The extent to which these factors together influence the tendency to not want to extend are examined in Figures 9.15 and 9.16 for enlisted personnel and officers, respectively. The patterns of responses for officers and enlisted personnel were fairly similar, and the effects of location, marital status, having a civilian spouse, and having children were consistent and, to a large extent, appear independent and additive. Having children reduced the percentage who would not extend their current tour, as did being married, having a civilian spouse, and being stationed in CONUS.

Single enlisted personnel with children were less willing to extend than were single officers with children. Officers stationed ashore overseas were somewhat more willing to extend than enlisted personnel. The responses of single officers based overseas were almost identical to those of single officers based in CONUS.

Figure 9.13
Months Willing to Extend Current Tour by Household
Composition for Enlisted Personnel

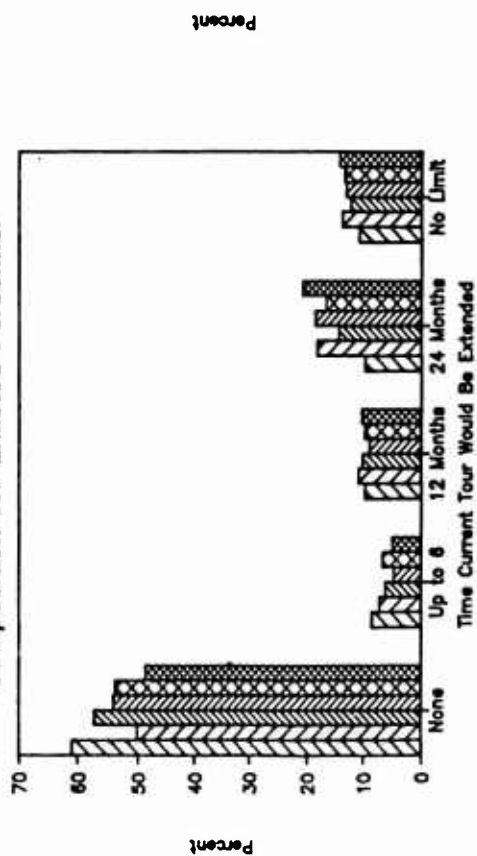
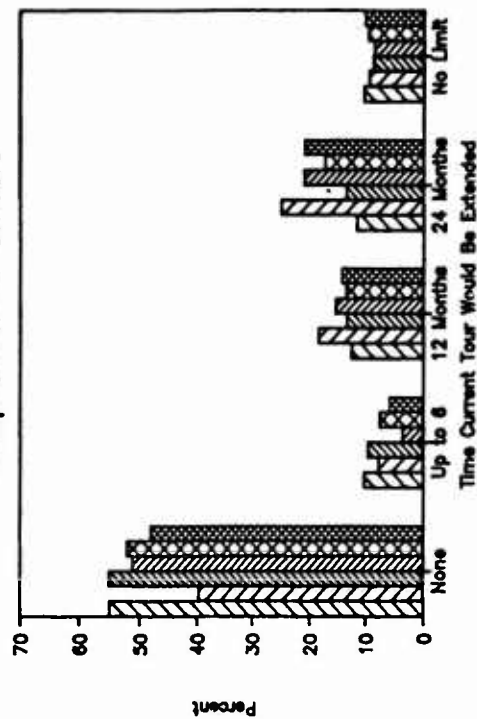


Figure 9.14

Months Willing to Extend Current Tour by Household
Composition for Officers



SOURCE: 1985 MEMBER SURVEY

Figure 9.15

Unwilling to Extend Current Tour by Location and Household Composition for Enlisted Personnel

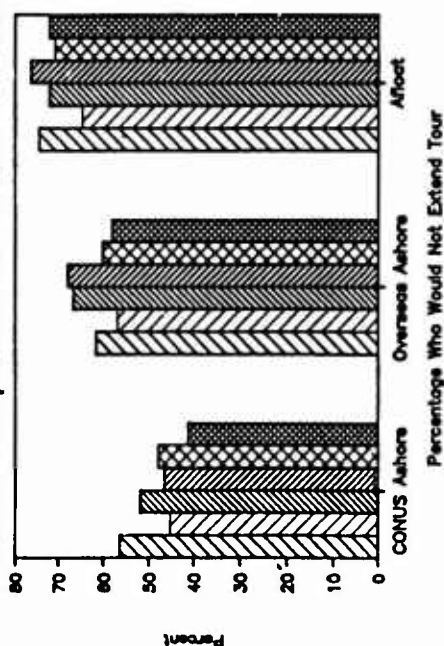
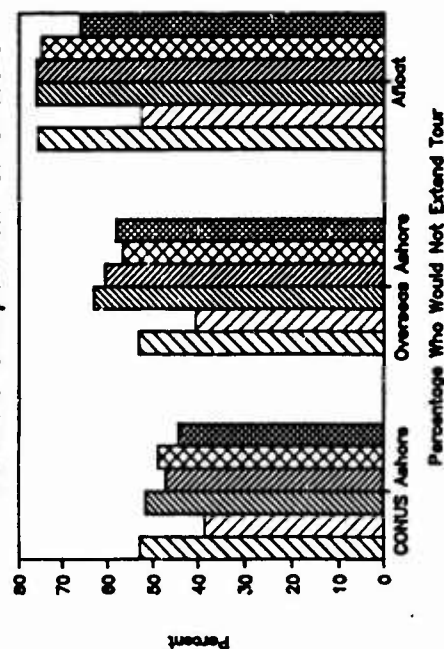


Figure 9.16

Unwilling to Extend Current Tour by Location and Household Composition for Officers



- Single/No Children
- Single Parent
- Military Spouse/No Children
- Military Spouse/Children
- Civilian Spouse/No Children
- Civilian Spouse/Children

SOURCE: 1985 MEMBER SURVEY

9.4 Problems with Last PCS Move

Moving from one assignment location to another is likely to create problems for military members. Having a spouse or dependents, having a spouse or dependents accompany the military member, and the location to which the move is being made can exacerbate these problems. The percentages of enlisted personnel and officers who reported experiencing no problem with each of fifteen aspects of their last PCS move are presented in Table 9.7.

As can be seen from the table, more enlisted personnel than officers reported no problems with more aspects of their last PCS move. Because more enlisted personnel than officers were single and without children, many common problems associated with moving did not apply to them. Nonetheless, large majorities of enlisted personnel and officers reported no problems with nine of the 15 aspects listed. For only two aspects (finding off-duty employment for self and continuing education for self) were the percentages of officers reporting no problems substantially larger than the percentage of enlisted personnel who reported no problems. Less than a majority of enlisted personnel and officers reported no problems with three aspects--the higher cost of living; moving, setting up a new household; and the cost of setting up a residence. Somewhat more officers than enlisted personnel reported that temporary lodging expenses and finding permanent housing presented problems. The cost of setting up a new residence, and the effort required to move and set up a new household were more likely to create problems for officers than enlisted personnel. Approximately 20 percent of officers reported that these two aspects were no problem for them, whereas more than 40 percent of enlisted personnel indicated they had no problem with these aspects.

The differences in the percentages of enlisted personnel and officers in each Service experiencing no problem with each of 15 aspects of the last PCS move (Figures 9.17 and 9.18) were relatively small--less than 10 percentage points. A much larger percentage of enlisted personnel in the Marine Corps than in the Air Force, however, reported no problem with moving and setting up a new household. There was a similar difference between Marine Corps and Air Force enlisted personnel with respect to the

cost of setting up a new residence. Finally, Air Force enlisted personnel were more likely to report no problems with continuing their own education than was true for Army enlisted personnel.

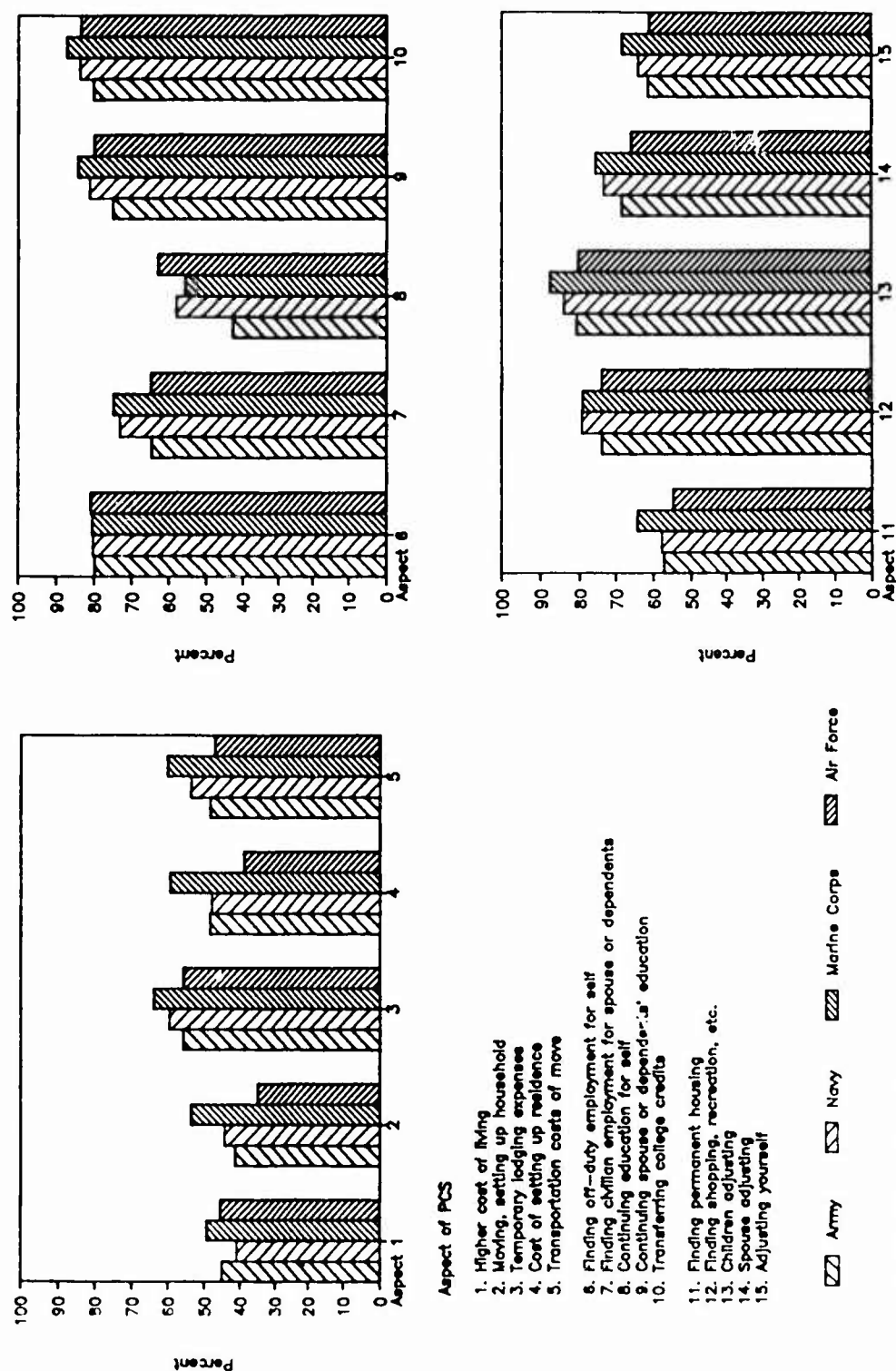
Table 9.7

Percentages of Enlisted Personnel and Officers Reporting
No Problem with Aspects of Their Last PCS Move

Aspects of Move	Enlisted Personnel %	Officers %
1. Higher cost of living	44	48
2. Moving, setting up household	42	19
3. Temporary lodging expenses	58	40
4. Cost of setting up residence	47	20
5. Transportation costs of move	50	41
6. Finding off-duty employment for self	80	97
7. Finding civilian employment for spouse or dependents	68	64
8. Continuing education for self	54	65
9. Continuing spouse or dependents education	79	70
10. Transfer college credits	83	85
11. Finding permanent housing	57	42
12. Find shopping, recreation, etc.	76	73
13. Children adjusting	82	69
14. Spouse adjusting	70	58
15. Adjusting yourself	63	63

Source: 1985 Member Survey

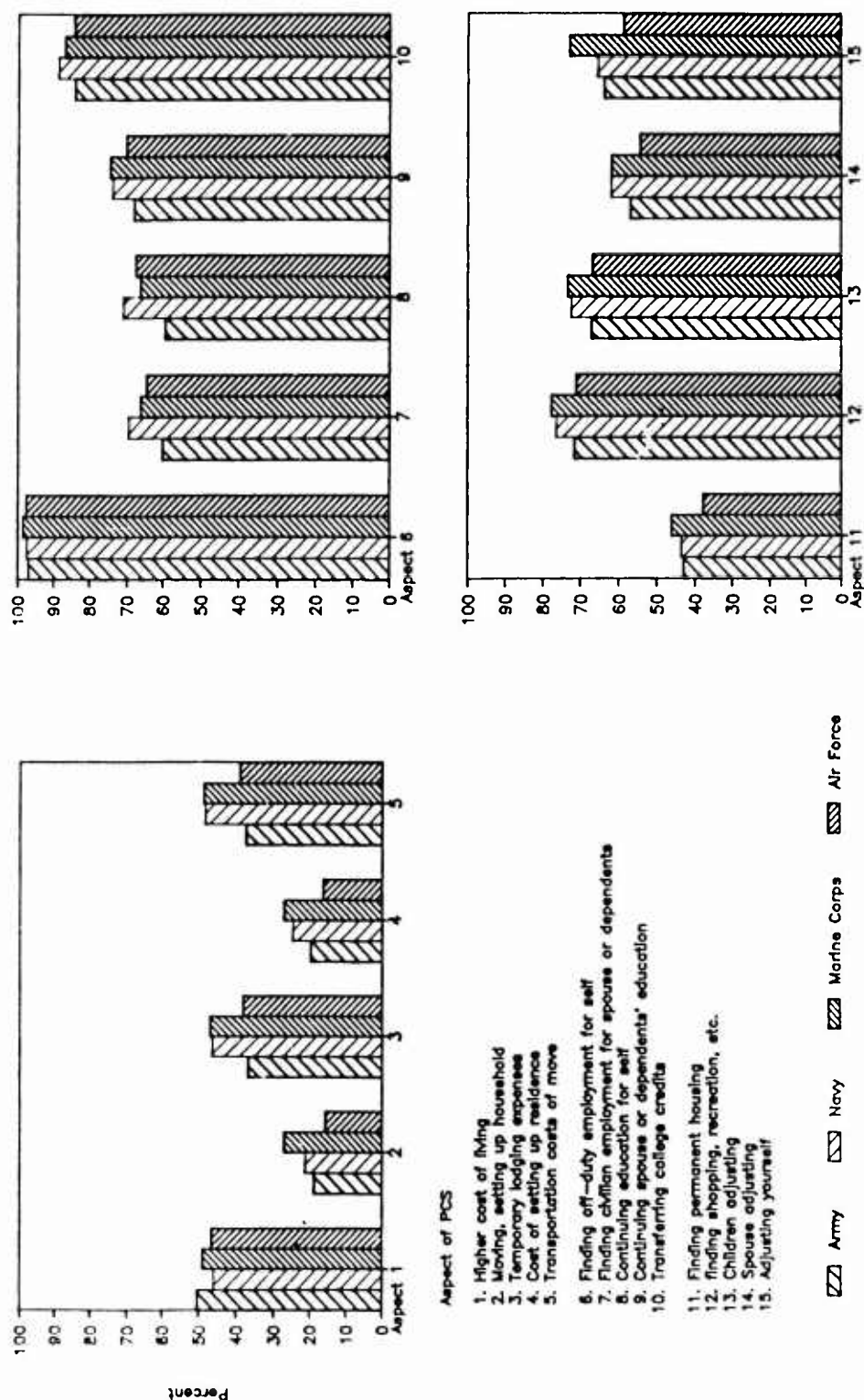
Figure 9.17
No Problem with Aspects of Last PCS for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.18

No Problem with Aspect of Last PCS for Officers



SOURCE: 1985 MEMBER SURVEY

The differences between the Services for officers were much smaller than the differences for enlisted personnel. The largest difference was between Air Force and Marine Corps officers regarding problems in moving and setting up a new household. As with the enlisted personnel, a larger percentage of Marine Corps than Air Force officers reported no problems.

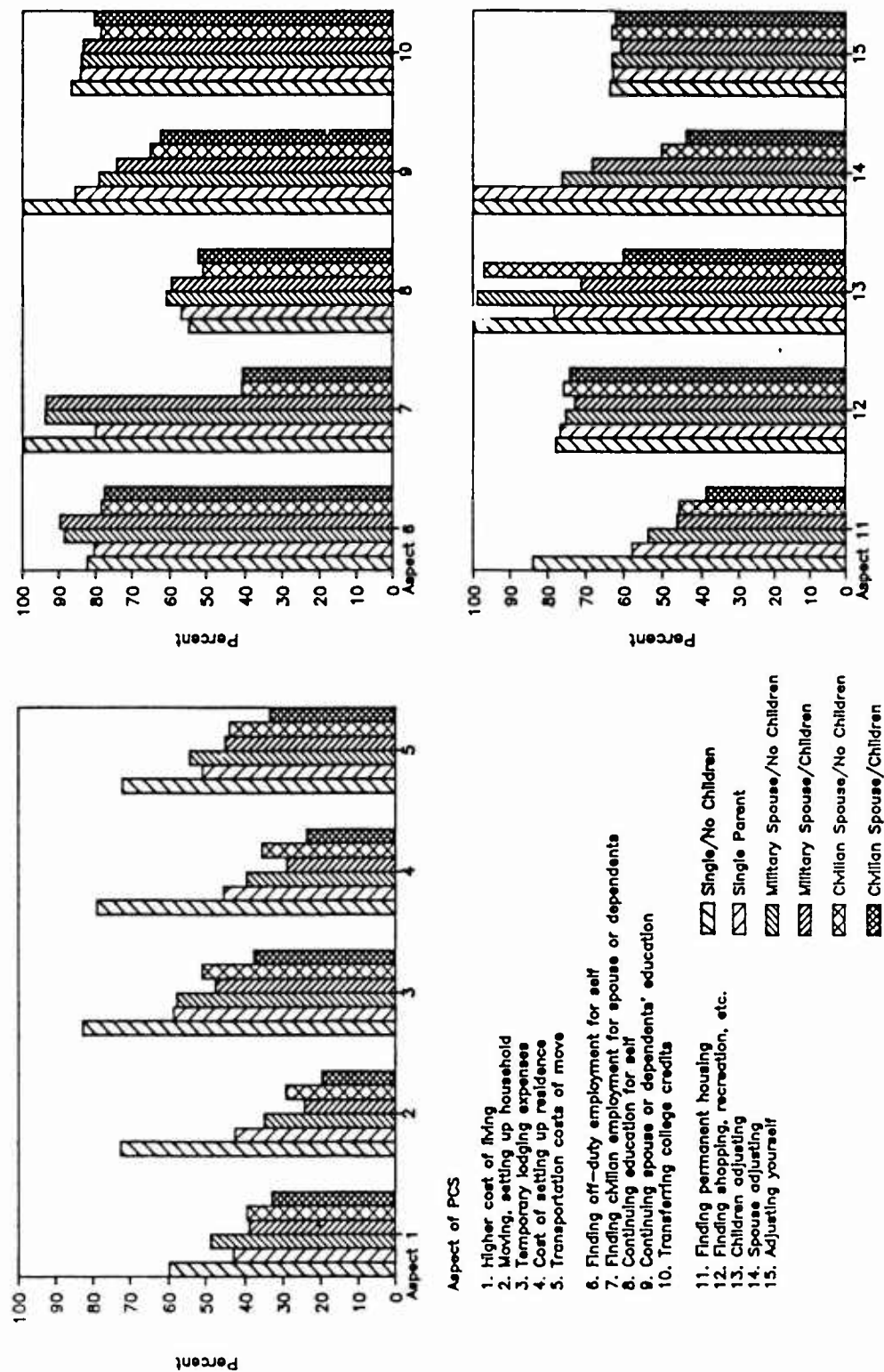
Figures 9.19 and 9.20 present the percentages of enlisted personnel and officers, respectively, who reported no problem for each of 15 aspects of the last PCS move according to household composition. As can be seen from the figures, household composition had little or no association with the percentage reporting no problems among both enlisted personnel and officers for five of the aspects of the last PCS move. These five aspects were: finding off-duty employment for self; continuing education for self; transferring college credits; finding shopping, recreation, etc.; and adjusting yourself.

Finding civilian employment for spouses was, naturally, only a problem for members with civilian spouses, and children's adjustment was only a problem for members with children. However, a much smaller percentage of members with children who had civilian spouses reported no problem than those who had military spouses. The percentages reporting no problems with the remaining eight aspects of the last PCS move about which military members were questioned were lower for those with children and a spouse, especially if the spouse was a civilian. This same pattern held for both enlisted personnel and officers.

9.5 Feelings About Current Location

While problems with the moving process may contribute to military members' dissatisfaction with their potential new assignment, their feelings about their current location also influence their feelings about the rotation process. The distribution of enlisted personnel and officers who report good or excellent feelings about each of 18 characteristics of their current location is presented in Table 9.8.

Figure 9.19
No Problem with Aspect of Last PCS by Household Composition
for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.20
No Problem with Aspect of Last PCS by Household Composition
for Officers

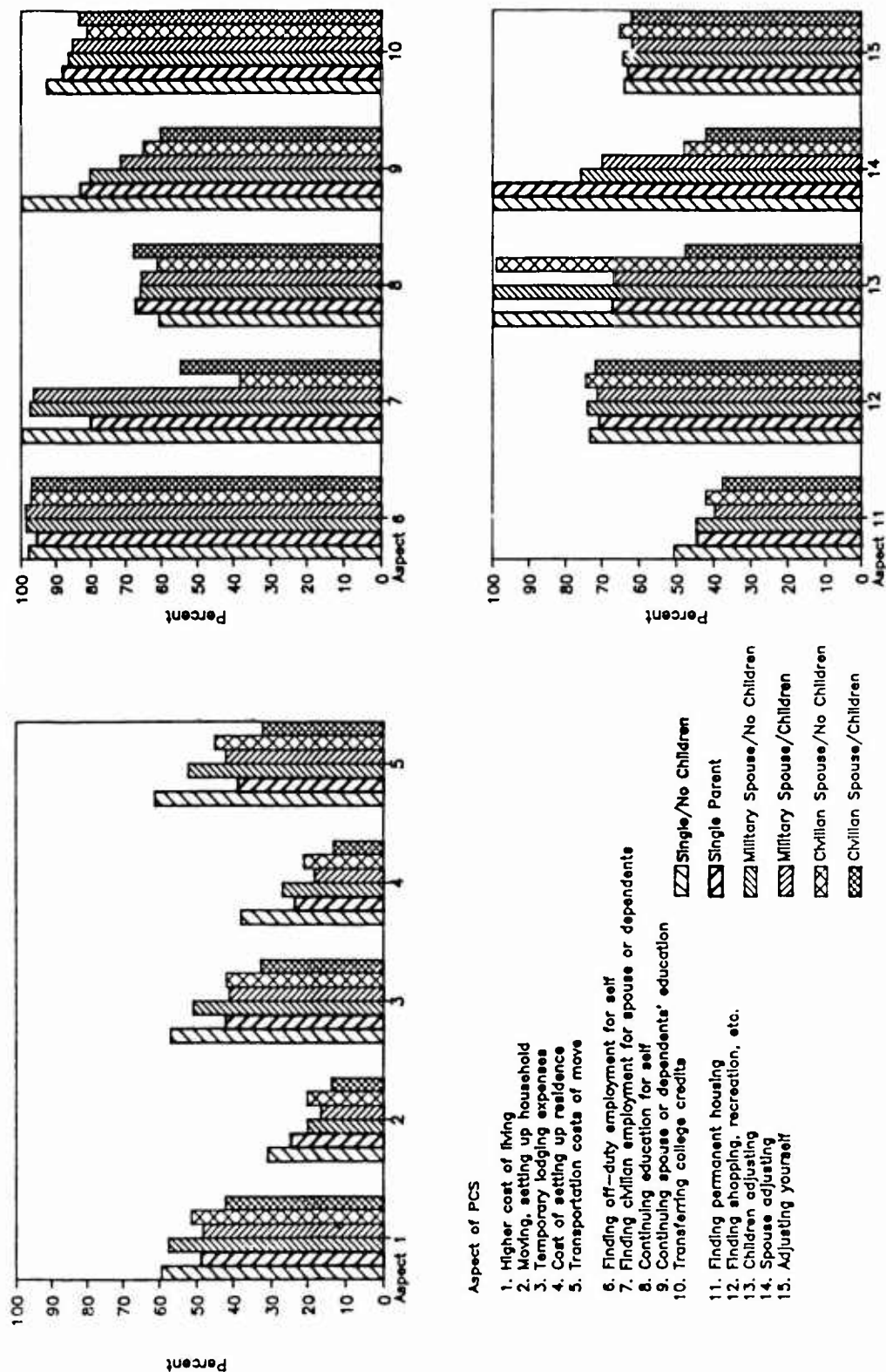


Table 9.8

Percentage of Enlisted Personnel and Officers with Good or Excellent Feelings About Characteristics of Their Current Location

Location Characteristics	Enlisted Personnel (%)	Officers (%)
1. Climate	53	63
2. Distance to population centers	57	67
3. Family's ability to handle cost of living	26	50
4. Availability of military housing	16	21
5. Quality of military housing	20	22
6. Availability of civilian housing	30	52
7. Availability of goods and services at post	48	54
8. Recreational facilities	53	63
9. Attitude of locals toward military	40	68
10. Availability of Federal employment for spouse and dependents	7	11
11. Availability of other civilian employment for spouse and dependents	11	17
12. Quality of schools for dependents	18	31
13. Availability of medical care for self	59	67
14. Quality of medical care for self	49	61
15. Availability of medical care for spouse and dependents	26	36
16. Quality of medical care for spouse and dependents	24	38
17. Quality of environment for children	21	40
18. Availability of military family programs and services	43	48

Source: 1985 Member Survey

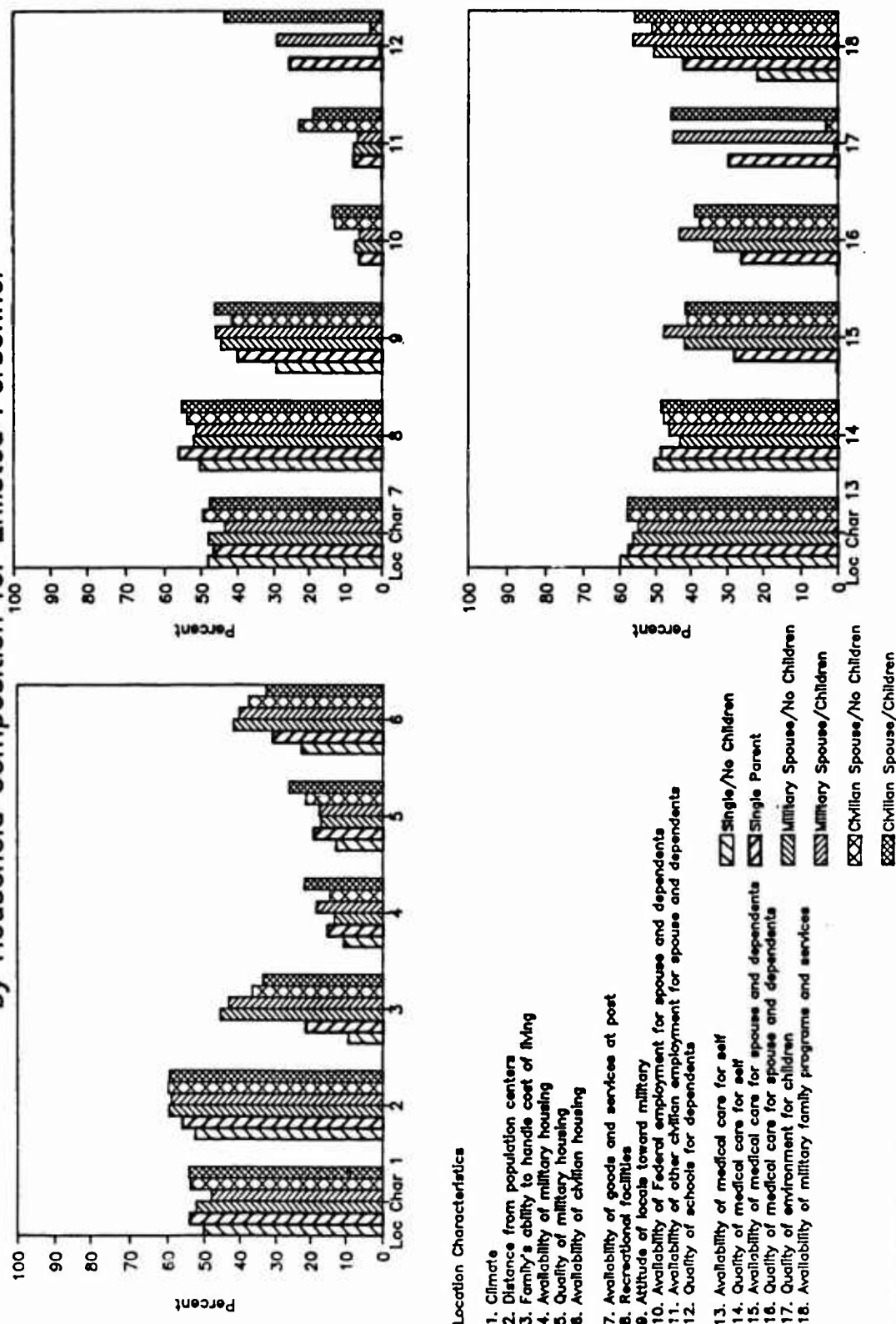
As can be seen from the table, officers liked their current location more than did enlisted personnel. A majority of officers said they had good or excellent feelings about nine of the eighteen characteristics in question. The characteristics positively evaluated by a majority of officers were climate, distance to population center, family's ability to handle the cost of living, the availability of civilian housing, the availability of goods and services at the post, recreational facilities, the attitudes of locals toward the military, the availability of medical care for self, and the quality of medical care for self.

A majority of enlisted personnel agreed with the officers on four of the characteristics--climate, distance to population centers, recreational facilities, and the availability of medical care for self. Substantially smaller percentages of enlisted personnel reported positive feelings about three of the positively--the family's ability to handle the cost of living, the attitudes of locals toward the military, and the availability of civilian housing.

Approximately equal, low percentages of enlisted personnel and officers had positive feelings about four characteristics: the availability of military housing, Federal employment opportunities for spouses and dependents, other civilian employment opportunities for spouses and dependents and the quality of military housing. None of the remaining location characteristics were rated as poorly as these, even when a majority of enlisted personnel and officers did not report good or excellent feelings about them.

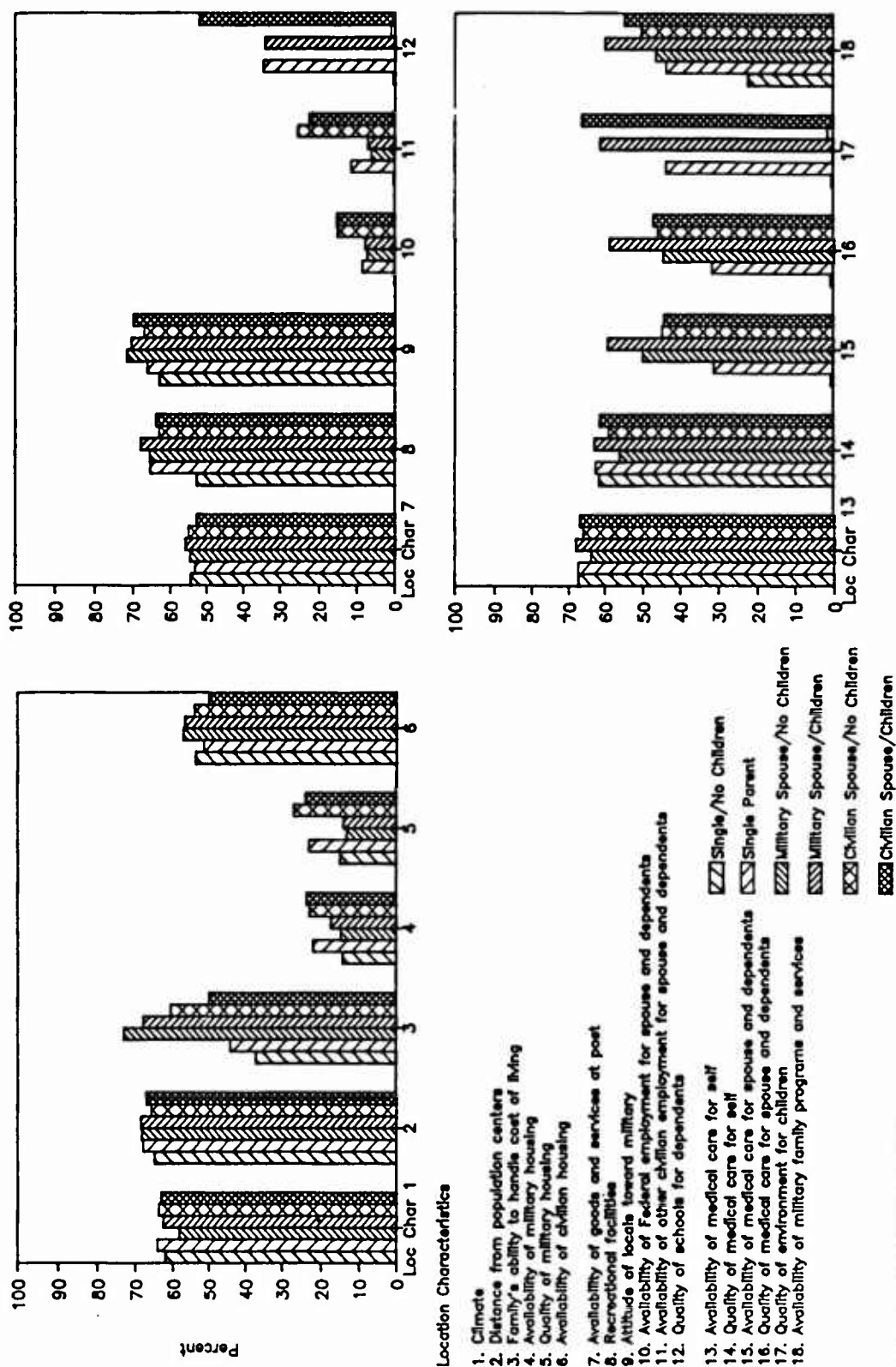
Further analysis of military members' feelings about their current location examined differences between the Services and types of households. Figures 9.21 and 9.22 present the percentages of enlisted personnel and officers, respectively, who reported good or excellent feelings about location characteristics according to Service.

Figure 9.21
Positive Feelings About Location Characteristics
by Household Composition for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.22
Positive Feelings About Location Characteristics
by Household Composition for Officers



SOURCE: 1985 MEMBER SURVEY

Enlisted personnel and officers in the different Services differed little in their feelings. Enlisted personnel and officers in the Air Force, however, were much more positive about the attitudes of locals toward the military than members of the Army, Navy, and Marine Corps. Navy and Marine Corps personnel more favorably evaluated the climate of their current location than did Army and Air Force personnel.

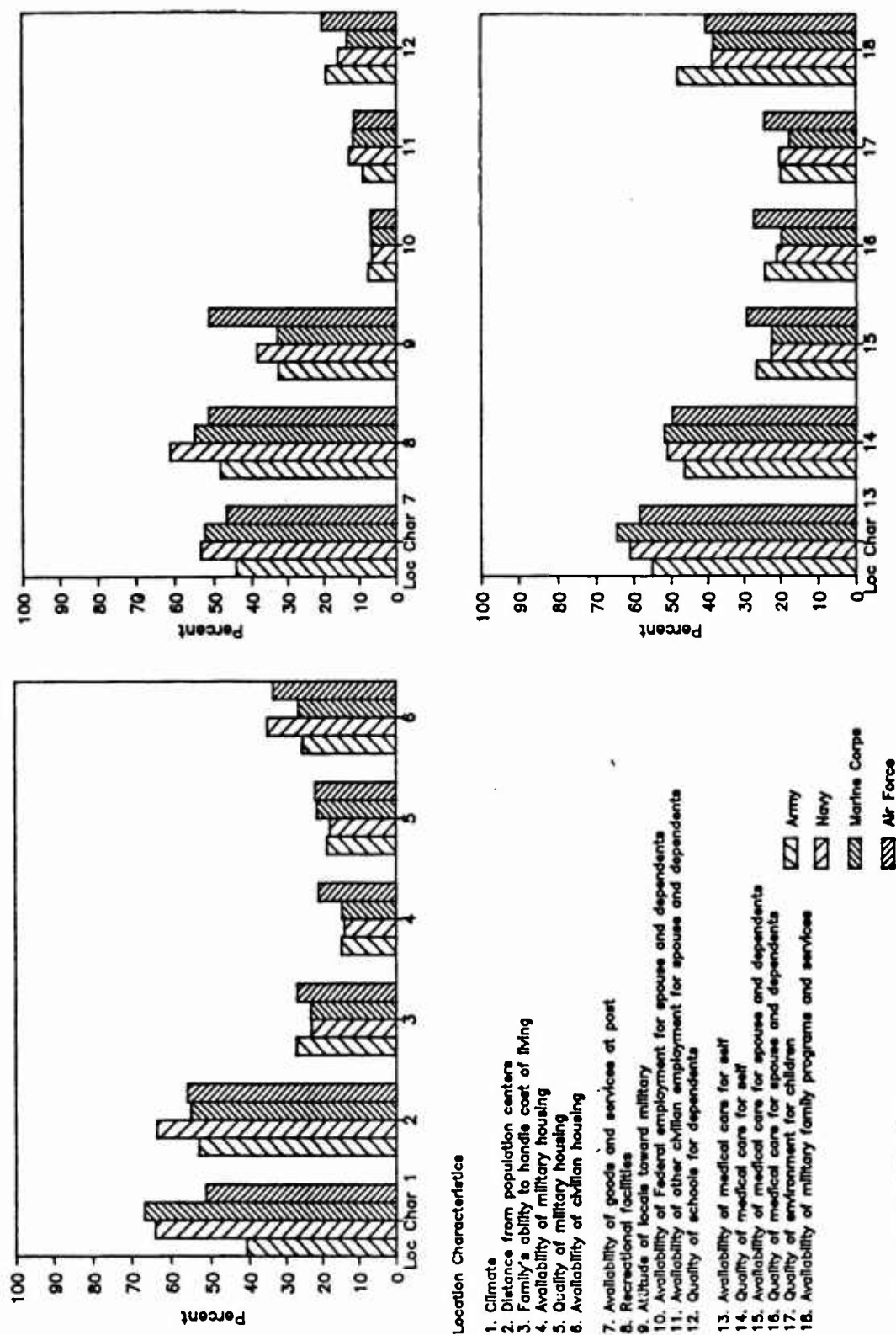
The remaining differences between the Services in location characteristics were scattered. Navy enlisted personnel felt better about recreational facilities at their current location and their family's ability to handle the cost of living than did Army enlisted personnel. Navy officers were more positive about their distance to population centers than Marine Corps officers, and Air Force and Army officers were more positive about the quality of their location's environment for children than were Marine Corps and Navy officers.

The percentages of enlisted personnel and officers with good or excellent feelings about their current locations are presented in Figures 9.23 and 9.24 according to household composition. There was very little difference among enlisted personnel in the percentages with good or excellent feelings about nine of the 18 location characteristics.¹ Single enlisted personnel were less likely to report excellent or good feelings than married enlisted personnel, and fewer members without children reported positive feelings than those with children.

It is unlikely that spouses in the military were looking for additional work and, therefore, the survey respondents gave a large proportion of "don't know" or "not applicable" responses. This probably accounts for the high percentage of members with civilian spouses who reported excellent and good feelings regarding the availability of Federal and civilian employment opportunities for spouses.

^{1/} It should be noted that comparisons across all of the household types cannot be made for all of the location characteristics. Some of the characteristics refer specifically to spouses or children, and those personnel without either or both had little reason to respond to such items.

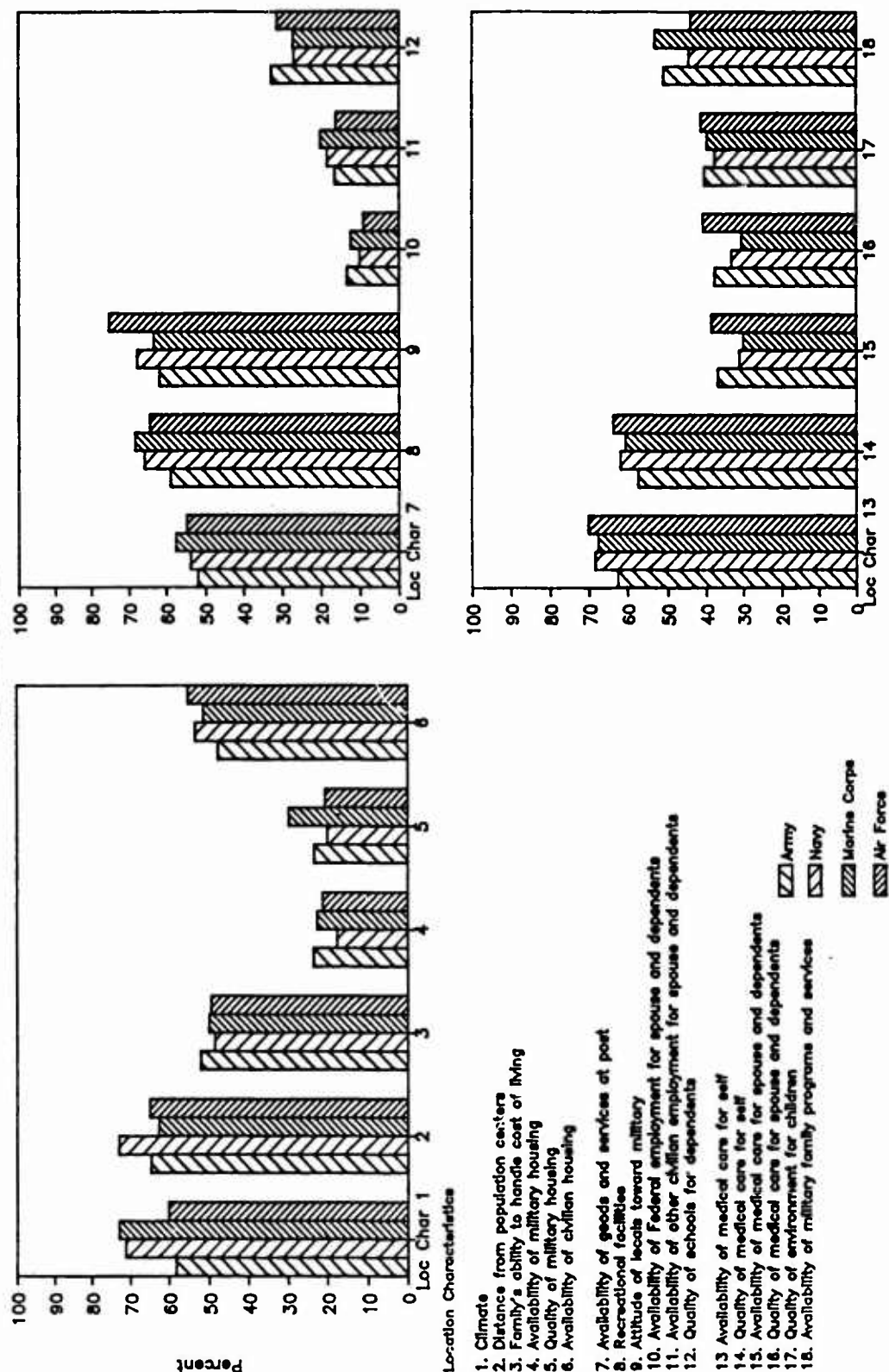
Figure 9.23
Positive Feelings About Location Characteristics by Service
for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 9.24

Positive Feelings About Location Characteristics by Service for Officers



SOURCE: 1985 MEMBER SURVEY

Single enlisted personnel, the youngest and lowest in pay grade, were the least likely to have positive feelings about their ability to handle the cost of living in their current location.

There was even less variation in the responses of officers according to household type. Almost the same percentage of positive feelings were expressed across all household types for 11 of the 18 location characteristics. As with enlisted personnel, being married and having children seemed to be associated with more positive feelings toward those characteristics on which there were differences. Single officers were the least likely to report excellent or good feelings about their ability to handle the cost of living in their current locations.

9.6 Changes in Rotation Experience 1979-1985

Tables 9.9 and 9.10 document changes that occurred in the rotation experience of enlisted personnel and officers since the 1978/79 DoD Survey was conducted. Table 9.9 shows the slight tendency for enlisted personnel and officers to report fewer PCS moves in 1985 than in 1979.

Table 9.10 shows the number of months enlisted personnel and officers were separated from their spouses and dependents in 1979 and 1985. Substantially more military members reported some separation in 1985 than in 1979. Further, reported separations during the previous 12 months in 1985 were longer than in 1979. When the rotation experiences of military members in 1979 and 1985 were compared, members in the more recent period reported fewer PCS moves but more and longer separations from family members than did members in 1979.

Table 9.9

Number of PCS Moves Made by Enlisted Personnel and Officers
in 1979 and 1985

PCS Moves	<u>Enlisted Personnel</u>		<u>Officers</u>	
	1979	1985	1979	1985
0	16%	18%	4%	4%
1-3	45	49	33	32
4-5	16	16	17	20
6-9	15	12	26	27
10+	8	5	20	18

Source: 1978/79 DoD Survey and 1985 Member Survey

Table 9.10

Number of Months Enlisted Personnel and Officers
Were Separated from Spouse or Dependents
During the Past Year in 1979 and 1985

Months of Separation	<u>Enlisted Personnel</u>		<u>Officers</u>	
	1979	1985	1979	1985
None	45%	28%	45%	21%
Up to 4 months	30	42	41	61
5-8 months	14	18	10	13
9-12 Months	11	13	4	6

Source: 1978/79 DoD Survey and 1985 Member Survey

9.7 Summary

This chapter describes the rotation experience of military members in 1985. It also examines their willingness to extend the current tour, their problems during their last permanent change of station (PCS) move, and their feelings about their current location. Differences between the rotation experience reported in the 1978/79 DoD Survey and the 1985 Member Survey were also discussed. Among the findings of interest are

- Officers made substantially more PCS moves than enlisted personnel. However, officers were also in the service for more years.
- Enlisted personnel served more of their time on active duty overseas than officers.
- While officers were slightly more likely to have been separated from their spouses and dependents during the year before the survey than enlisted personnel, enlisted personnel were more likely to report being separated from them for more than four months.
- Most officers and enlisted personnel did not want to extend their current tour of duty.
- Officers and enlisted personnel currently stationed in CONUS were more willing to extend their current tour of duty than those afloat or overseas.
- Larger proportions of enlisted personnel than officers reported experiencing no problems with a larger number of aspects of their last PCS move.
- For officers and enlisted personnel, the proportions reporting problems with their last PCS move were higher for those who had children, were married, and whose spouse was a civilian than for those who had no children, were not married, and whose spouse was in the military.

- Officers had more positive feelings about their current location than did enlisted personnel.
- Federal and other civilian employment opportunities for spouses and dependents, and the availability and quality of military housing were on a par as the most negative aspects of the current location for both officers and enlisted personnel. In addition, enlisted personnel expressed concern about the quality of schools for dependents and the environment for children.
- When compared to 1979, officers and enlisted personnel in 1985 reported fewer PCS moves but more and longer separations from family members.

10. SATISFACTION WITH THE MILITARY WAY OF LIFE

10.1 Introduction

Satisfaction with various aspects of military life may help in understanding why some individuals remain in the military and others do not. In this chapter, we first examine general satisfaction with military life to provide a framework for reporting more specific aspects of satisfaction. Data addressing how military life has fulfilled expectations and perceptions of pay and retirement benefits are presented. We conclude with perceptions of other selected issues such as frequency of moves and promotion opportunities.

10.2. General Satisfaction

General satisfaction was assessed by the question:

Now, taking all things together, how satisfied are you with the military as a way of life?

Respondents selected one of seven possible responses ranging from "very dissatisfied" to "very satisfied." Figures 10.1 and 10.2 present the distribution of responses for enlisted personnel and officers.

As shown, officers were more satisfied with the military as a way of life than were enlisted personnel. Sixteen percent of enlisted personnel but only 8 percent of officers were either dissatisfied or very dissatisfied. Almost three-fifths of officers but only one-third of enlisted personnel were either satisfied or very satisfied.

Figures 10.3 and 10.4 present the percentage satisfied and very satisfied with the military way of life by Service for enlisted personnel and officers. The overall difference between enlisted personnel and officers was repeated for each Service. The differences between enlisted personnel and officers were smallest for the Air Force and largest for the Marine Corps. The Air Force had the highest percentage of satisfied enlisted

Figure 10.1

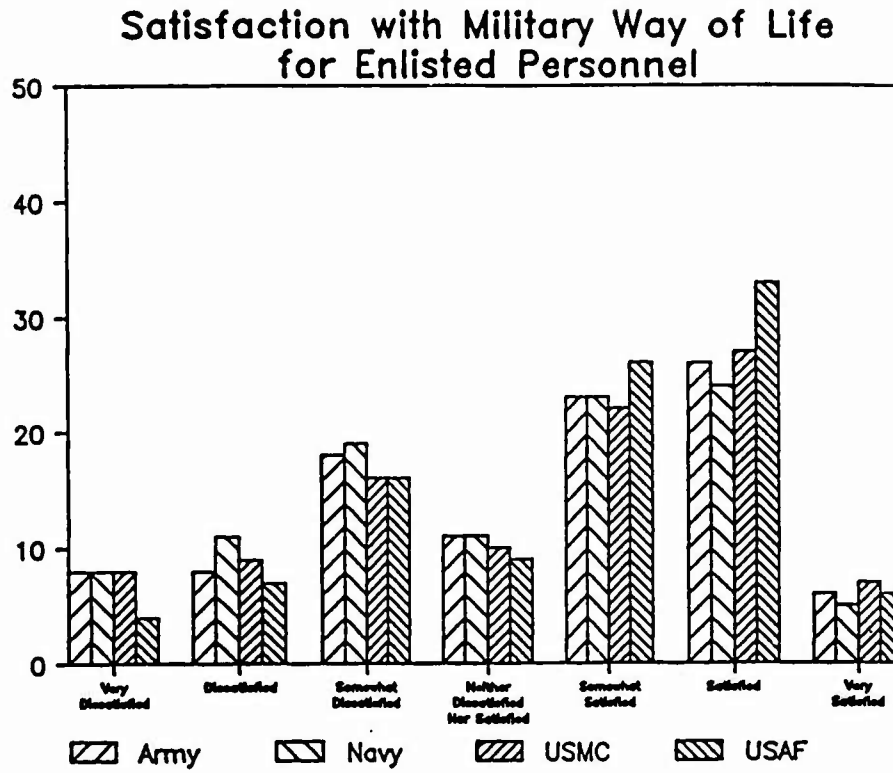


Figure 10.2

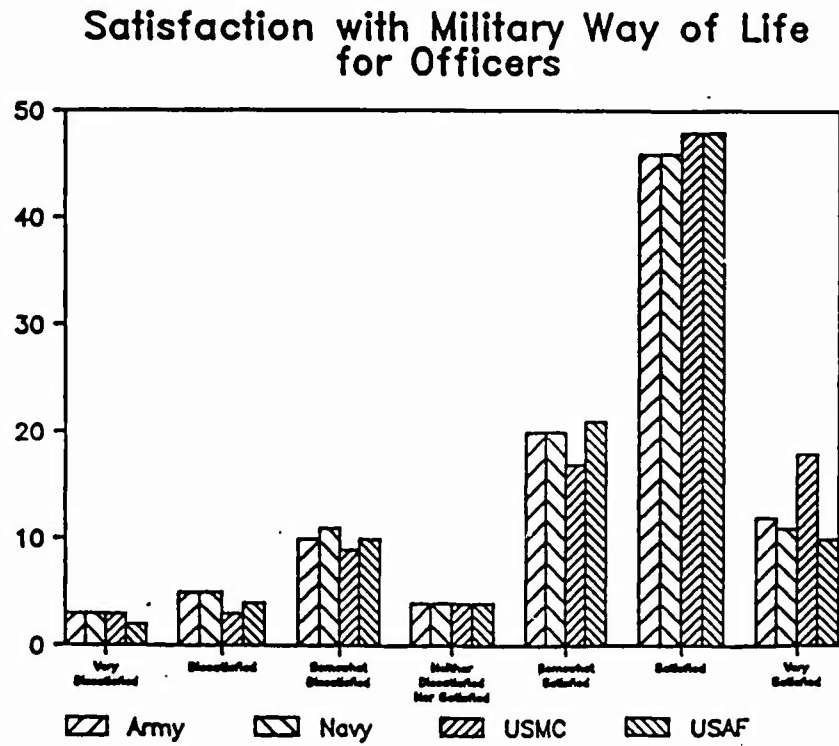
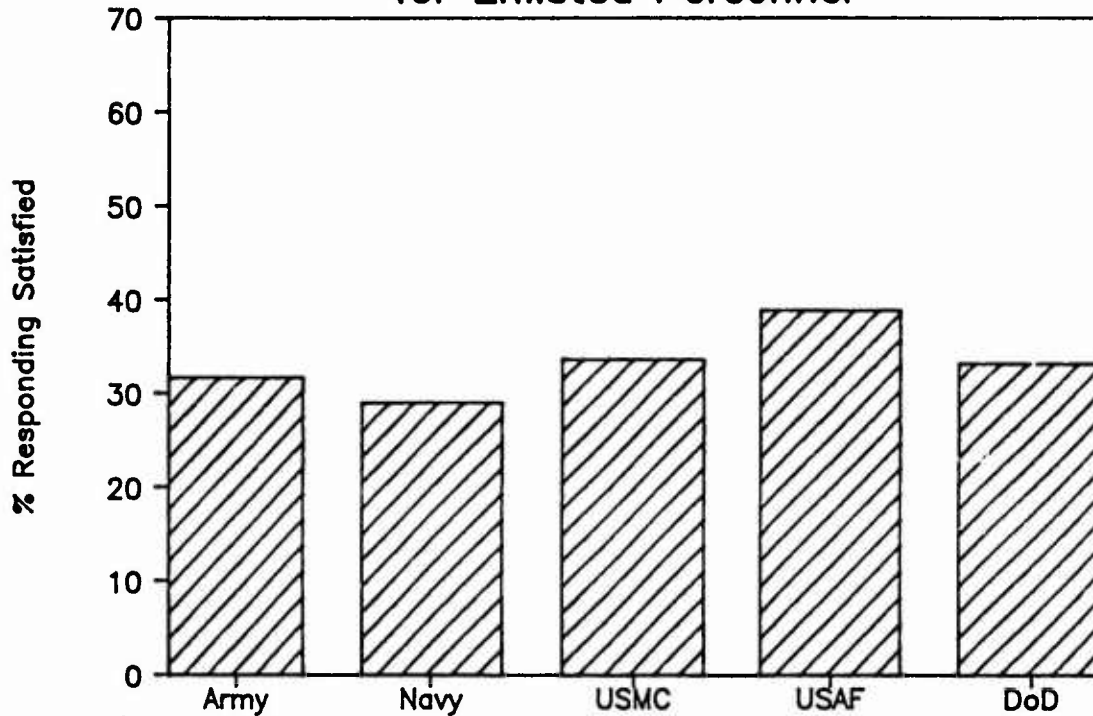


Figure 10.3

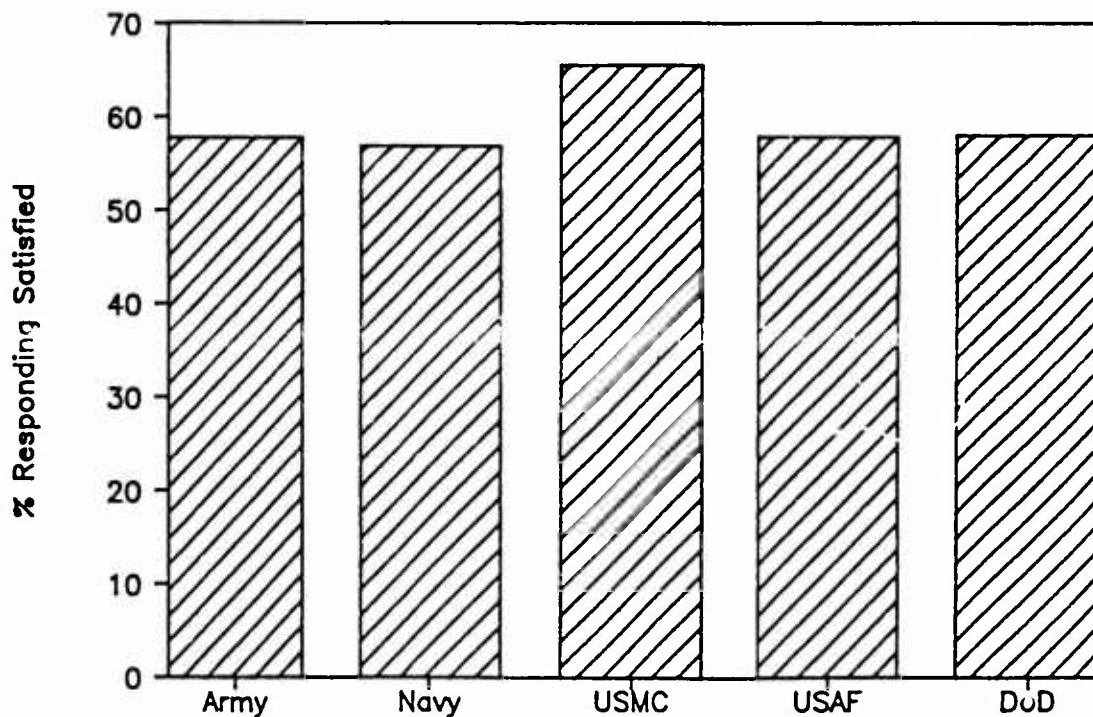
Percentage Satisfied with Military Way of Life for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 10.4

Percentage Satisfied with Military Way of Life for Officers



SOURCE: 1985 MEMBER SURVEY

personnel (39 percent), and the Marine Corps had the highest percentage of satisfied officers (65 percent).

Figures 10.5 and 10.6 show general satisfaction by pay grade for enlisted personnel and officers, respectively. It is clear that individuals in higher pay grades were more satisfied with the military way of life than those in lower pay grades. Among enlisted personnel, the percentage of respondents saying they were "satisfied" or "very satisfied" increased from 24 percent among E1-E3s to almost 50 percent among E6-E9s. Among officers, there was a similar pattern of increasing satisfaction with increasing pay grade. The satisfaction levels of warrant officers (W1-W4) were very similar to those of E6-E9s (51 percent). About 55 percent of the officers in each of the two lower pay grade categories (O1-O2 and O3-O4) said they were highly satisfied. The highest satisfaction (70 percent) occurred in the highest pay grade category (O5 and up). The findings are consistent with expectations. Highly dissatisfied personnel leave the military before they reach higher pay grades.

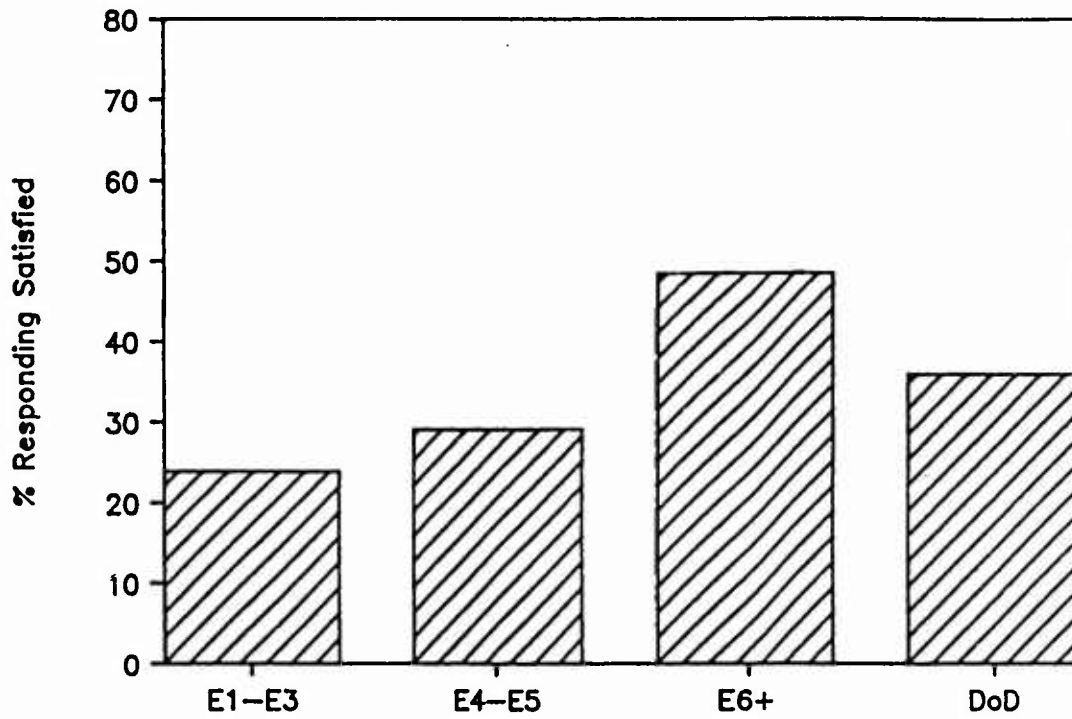
Figures 10.7 and 10.8 show the relationships between household composition and general satisfaction for enlisted personnel and officers. Respondents were classified as belonging to one of the following categories:

- Single, no children
- Single parent
- Married, military spouse, no children
- Married, military spouse, children
- Married, civilian spouse, no children
- Married to a civilian spouse, children.

Among enlisted personnel, there was a tendency toward greater satisfaction for those with children. Single personnel with children were more likely (by 10 percentage points) to assert that they were satisfied or very satisfied with the military as a way of life than those without children. Among enlisted personnel with civilian spouses, those with children were also more likely to say (by 7 percentage points) that they were satisfied or very satisfied than those without children. Married enlisted personnel were more likely than single personnel to show high satisfaction. Officers showed a similar pattern of greater satisfaction if they had children than if they did not, although the differences were smaller than for enlisted personnel.

Figure 10.5

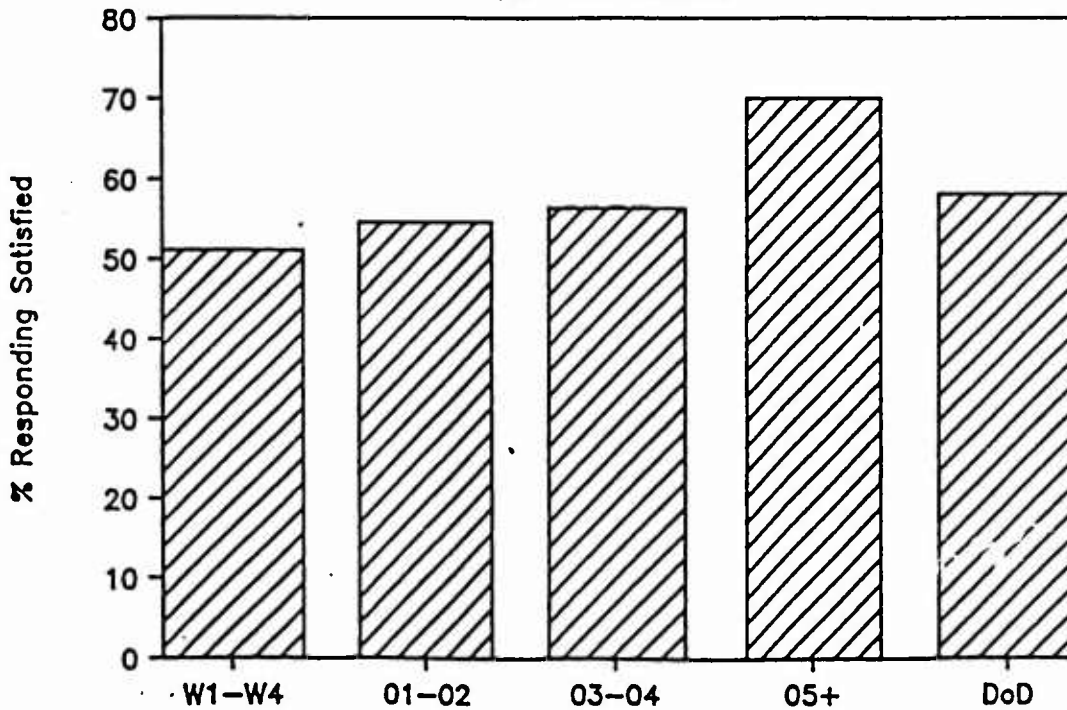
**Percentage Satisfied with Military Way of Life by Pay Grade
for Enlisted Personnel**



SOURCE: 1985 MEMBER SURVEY

Figure 10.6

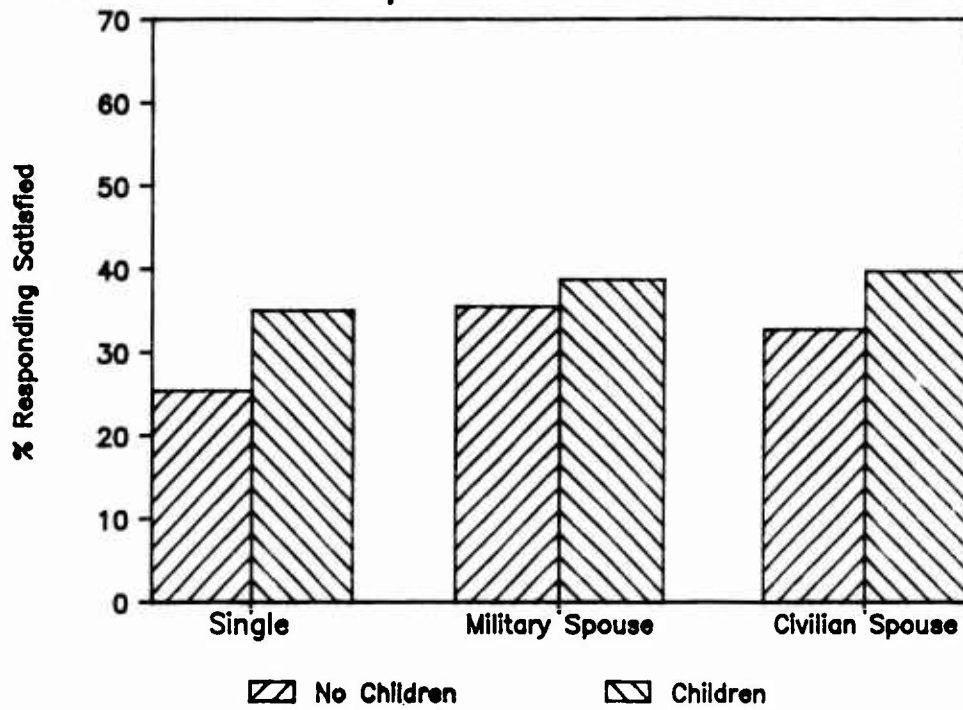
**Percentage Satisfied with Military Way of Life by Pay Grade
for Officers**



SOURCE: 1985 MEMBER SURVEY

Figure 10.7

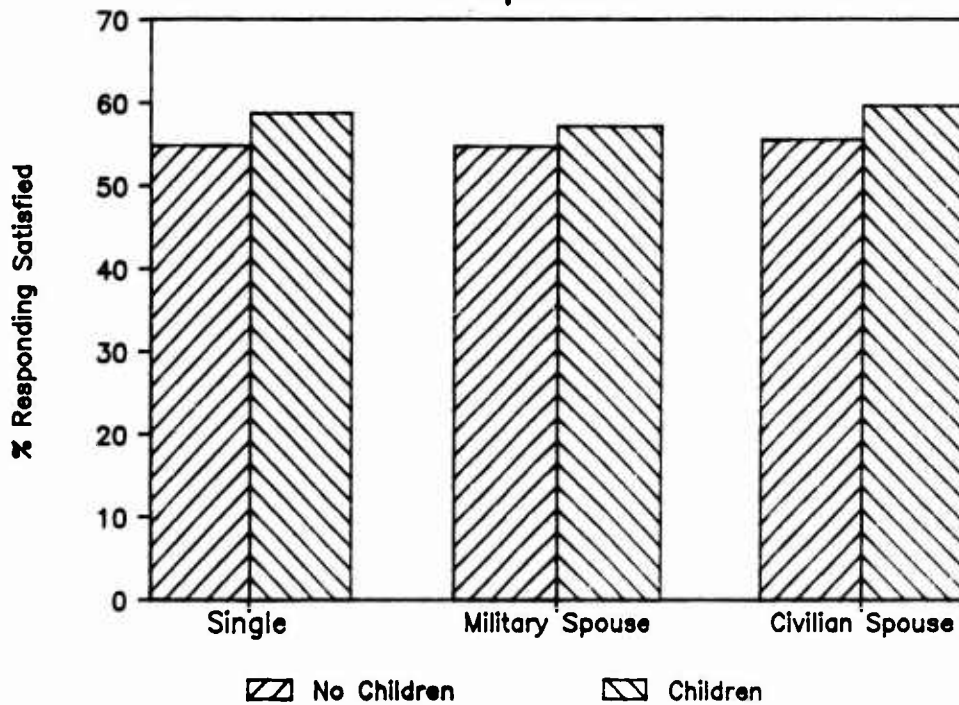
Percentage Satisfied with Military Way of Life by Household Composition for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 10.8

Percentage Satisfied with Military Way of Life by Household Composition for Officers



SOURCE: 1985 MEMBER SURVEY

Although Figures 10.7 and 10.8 show consistent differences for household composition, it is not clear that these differences are a function of being married or having children. The relationships may merely reflect differences between age, pay grade, and household composition shown earlier in this report. For example, the "children-no children" relationship with satisfaction may really be the result of self-selection (i.e., years of service) or pay grade, both of which are highly related to satisfaction. More detailed analyses (not within the scope of this report) are required to clarify these relationships.

It is also reasonable to expect that members' current duty location was related to general satisfaction. Figures 10.9 and 10.10 show the percentages of enlisted personnel and officers who were highly satisfied by location for each of the Services. Location variables were: inside CONUS or overseas (OCONUS), and ashore or afloat. Satisfaction was lowest for personnel afloat, regardless of whether they were enlisted personnel or officers. Navy personnel at sea comprised the largest percentage of "afloat" respondents in each of the two totals.

Only 20 percent of Navy enlisted personnel afloat rated themselves as either satisfied or very satisfied with the military way of life, compared to 36 percent and 40 percent CONUS and OCONUS Navy ashore personnel, respectively. Comparable differences among Navy officers were smaller but clear: 45 percent of afloat officers were satisfied compared to 61 percent of CONUS ashore officers and 58 percent of OCONUS ashore officers. It should be noted that in the Navy large percentages of both enlisted personnel and officers afloat were single with no children. They were, hence, probably younger and at lower pay grades than others. This again raises the question of what variable(s) results in lowered satisfaction. Is it being afloat, young, single, having no children, having relatively low pay, or having little seniority? Or is it some other factor (e.g., dislike of duty assignments, separation from home, lack of personal freedom) which is related to these indicators? Unfortunately, the questions require additional indepth analysis beyond the scope of this report.

Figure 10.9
Percentage Satisfied with Military Way of Life by Location for Enlisted Personnel

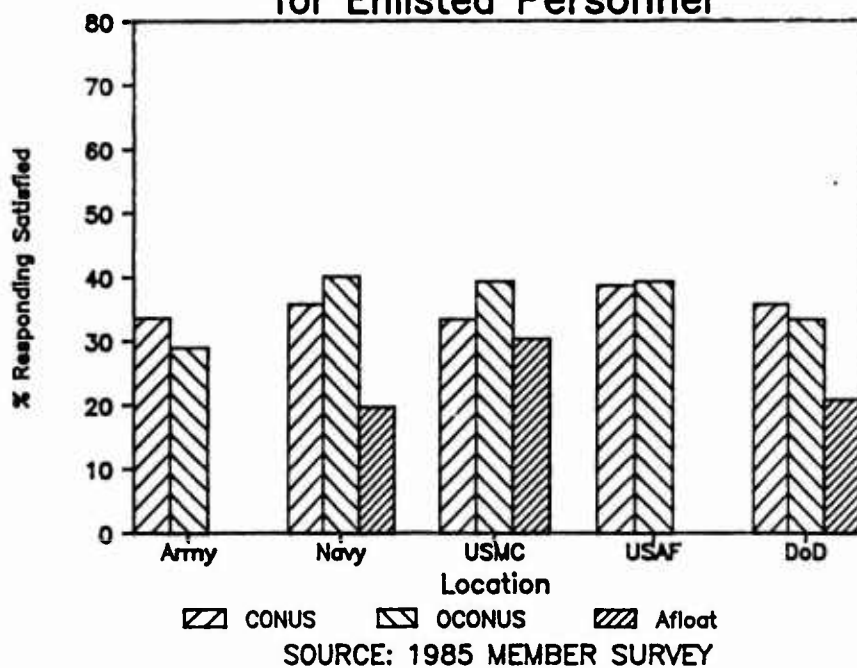
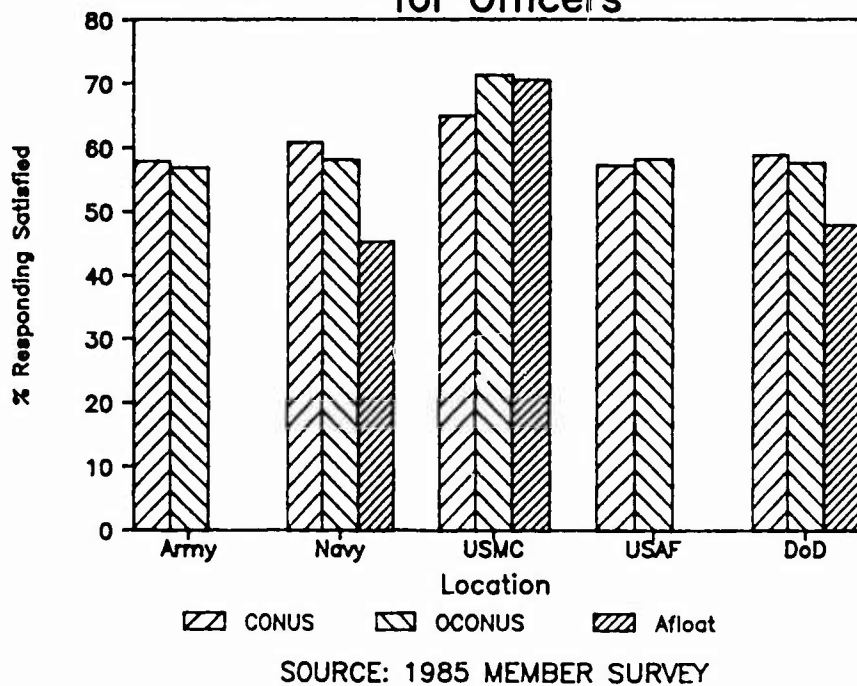


Figure 10.10
Percentage Satisfied with Military Way of Life by Location for Officers



10.3 Perceptions About Selected Aspects of Military Life

To gain a more thorough understanding of individual adaptation to and satisfaction with the military, respondents were asked to indicate agreement or disagreement along a five-point scale (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree) with the following statements:

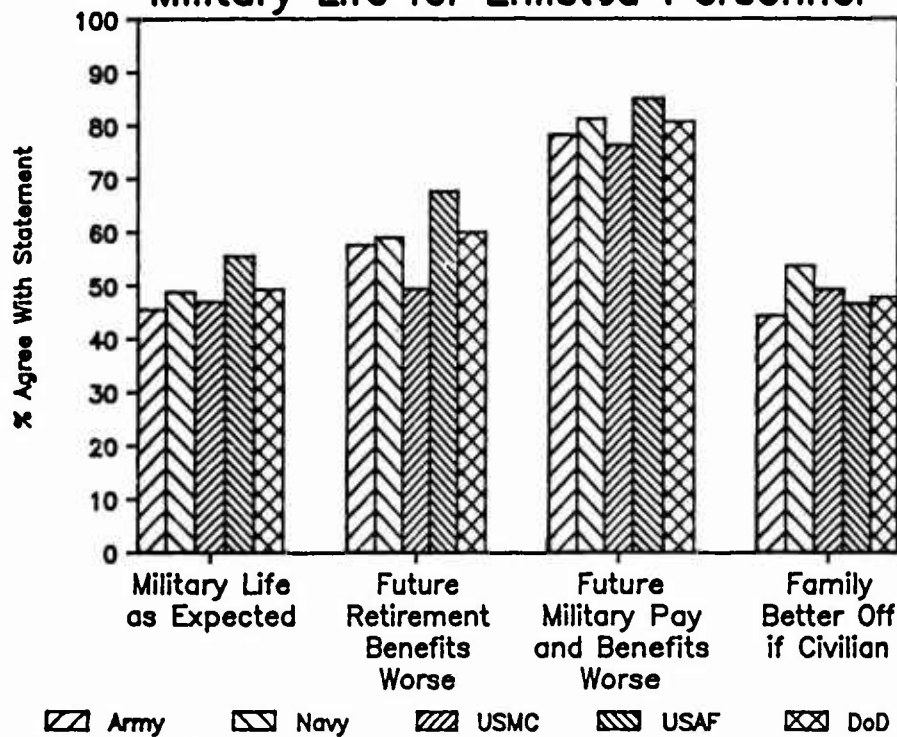
- Life in the military is about what I expected it to be.
- Military personnel in the future will not have as good retirement benefits as I have now.
- My military pay and benefits will not keep up with inflation.
- My family could be better off if I took a civilian job.

Figures 10.11 and 10.12 show the proportions of enlisted personnel and officers who responded either "agree" or "strongly agree" to each of the statements. As shown, officers were clearly more likely than enlisted personnel to report that military life was about what they expected (74 versus 49 percent). Failure to meet expectations among enlisted personnel may be related to lower satisfaction noted previously. Responses to the next two items showed that issues of benefits and pay concern the majority of personnel. Officers were more likely than enlisted personnel, however, to agree that retirement benefits for future military personnel will be worse than what they are now (83 versus 60 percent). The large majority of both officers and enlisted personnel (81 percent) agreed that military pay will not keep up with inflation. Finally, about half of enlisted personnel (48 percent) and officers (53 percent) agreed that one's family could be better off if the member took a civilian job.

As shown in Figures 10.11 and 10.12, there were few consistent differences in agreement with these four statements as a function of Service. Among enlisted personnel, Air Force respondents were most likely to agree that military life was about as they had expected. They were also most likely to agree that future retirement benefits will be worse and that military

Figure 10.11

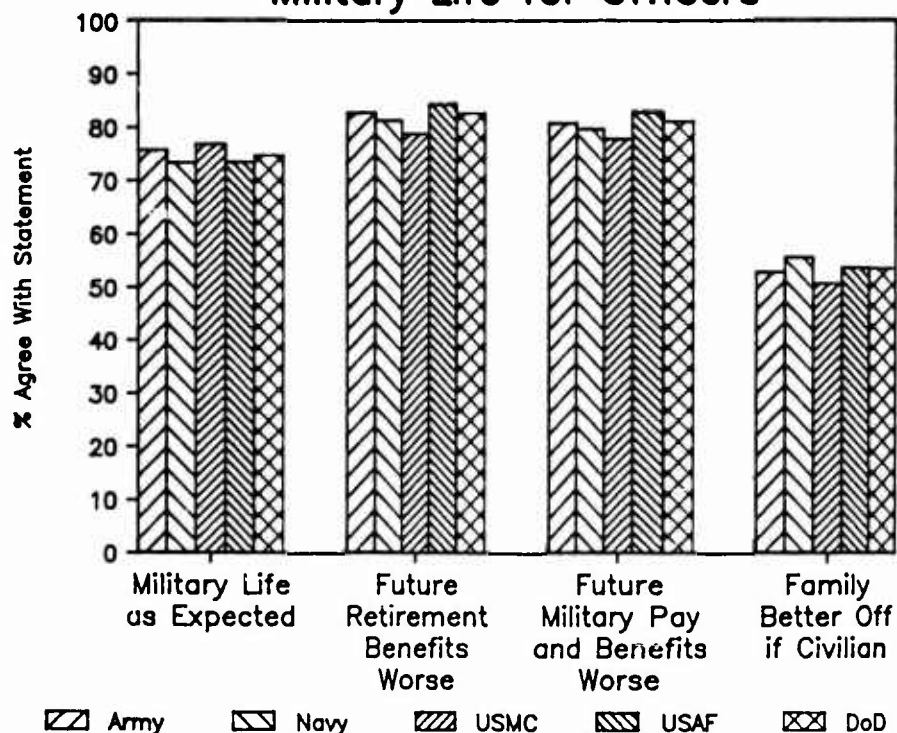
Percentage Agreeing with Statements About Military Life for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 10.12

Percentage Agreeing with Statements About Military Life for Officers



SOURCE: 1985 MEMBER SURVEY

pay will not keep up with inflation. Navy enlisted personnel were the most likely to assert that their families would be better off if they had a civilian job.

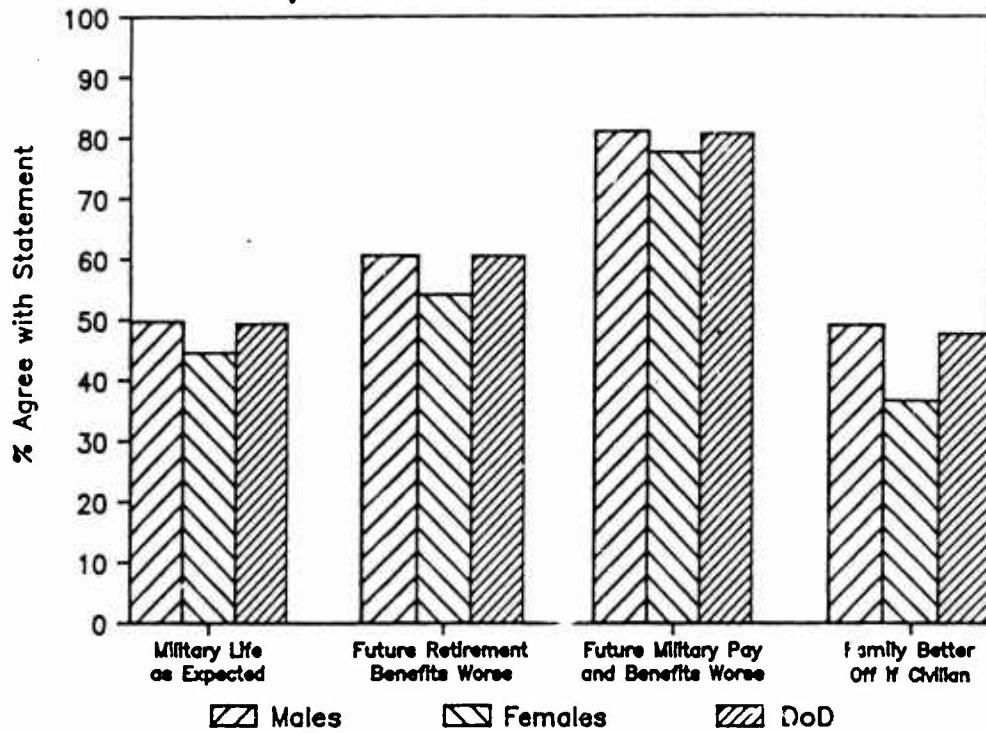
Figures 10.13 and 10.14 present male-female differences for enlisted personnel and officers. As shown, women were consistently less likely to agree with any of the statements than were men; data not shown indicate that women were more likely to be neutral or, occasionally, to disagree. (Only small numbers of men or women--7 percent or less--strongly disagreed with any of the statements.) The differences between men and women for all items were larger among the officers than among enlisted personnel. The largest difference between men and women was clearly the issue of one's family potentially being better off if the respondent left the service to take a civilian job. Agreement among enlisted women was 12 percentage points lower (37 percent) than among enlisted men (49 percent), and agreement among female officers (56 percent) was 23 percentage points lower than among male officers (79 percent). Clearly, then, even though women were only somewhat less likely than men to feel that military life was about as they had expected, that their retirement benefits were better than future personnel can expect, and that military pay will not keep up with inflation, they were much less likely to say that a civilian job was a better choice for them than the military.

Agreement with the first three of the four statements clearly increased with increasing pay grade (Figures 10.15 and 10.16). Enlisted personnel who had reached higher pay grades had more accurate expectations about military life and more concerns about pay and benefits. Nonetheless, the majority of enlisted personnel in all pay grades agreed that pay will not keep up with inflation. Pay grade showed no effect for the last item, the family being better off if the member had a civilian job.

Among officers, the increments in agreement for all four statements as a function of pay grade were more gradual and, overall, less pronounced. In addition, unlike enlisted personnel, officers showed increasing agreement with the "civilian job" statement, suggesting that the professed attraction

Figure 10.13

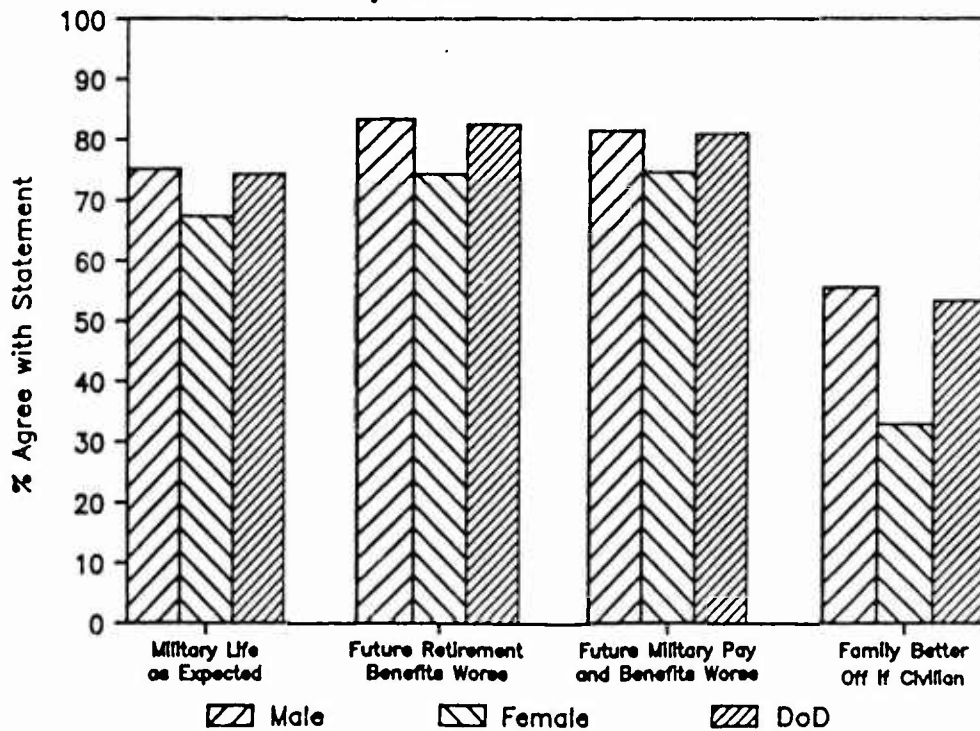
Percentage Agreeing with Statements About Military Life by Sex for Enlisted Personnel



Source: 1985 Member Survey

Figure 10.14

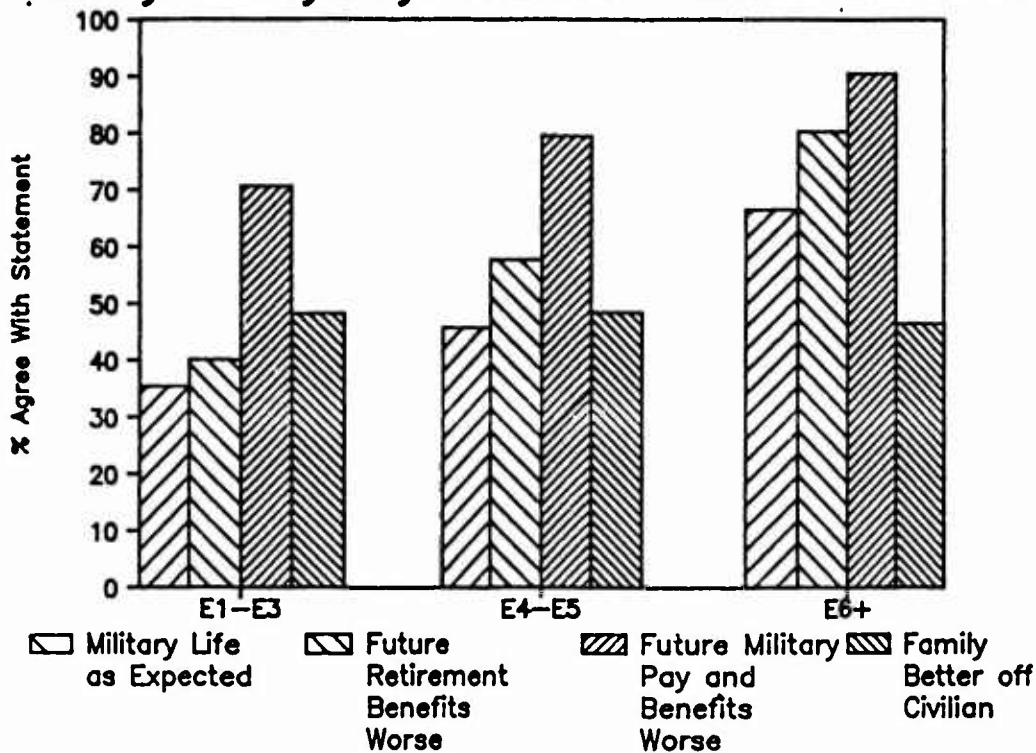
Percentage Agreeing With Statements About Military Life by Sex for Officers



Source: 1985 Member Survey

Figure 10.15

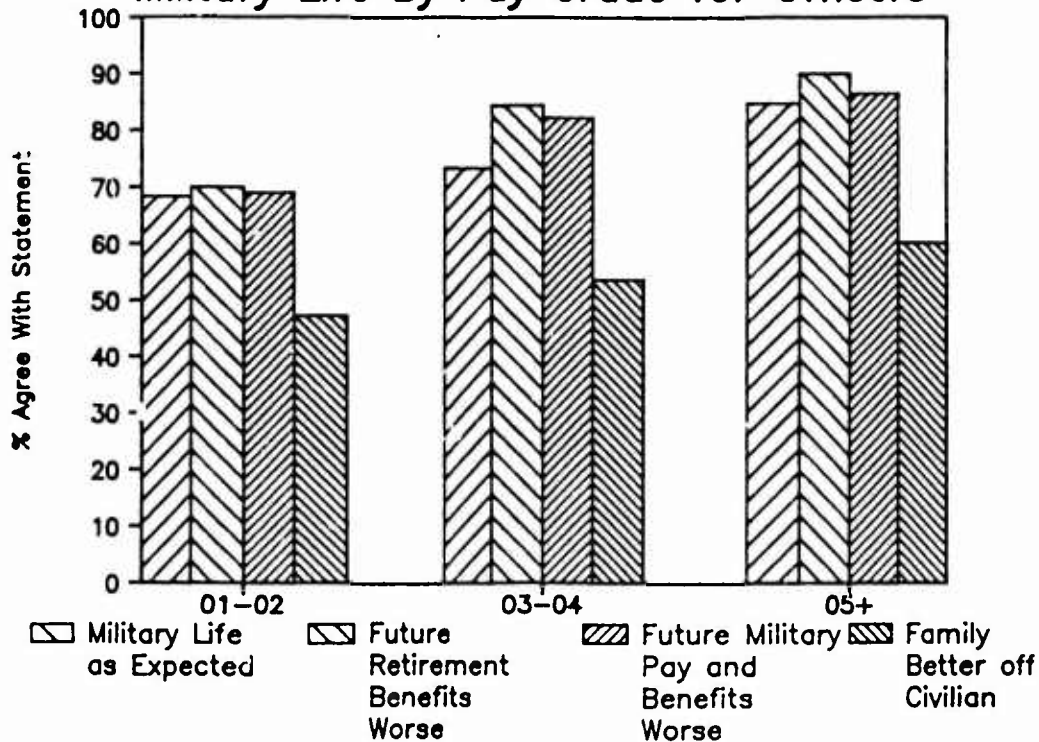
Percentage Agreeing With Statements About Military Life by Pay Grade for Enlisted Personnel



Source: 1985 Member Survey

Figure 10.16

Percentage Agreeing With Statements About Military Life By Pay Grade for Officers



Source: 1985 Member Survey

of a civilian job increases for officers as their experience and responsibility (as well as remuneration) increase.

10.4 Perceptions About Selected Aspects of Personnel Policies

In this section, we examine environment for families, frequency of moves, retirement benefits and promotion opportunities, four aspects of military life that are central to general satisfaction. Respondents indicated the extent of their satisfaction with these items on a five-point scale ranging from "very satisfied" to "very dissatisfied."

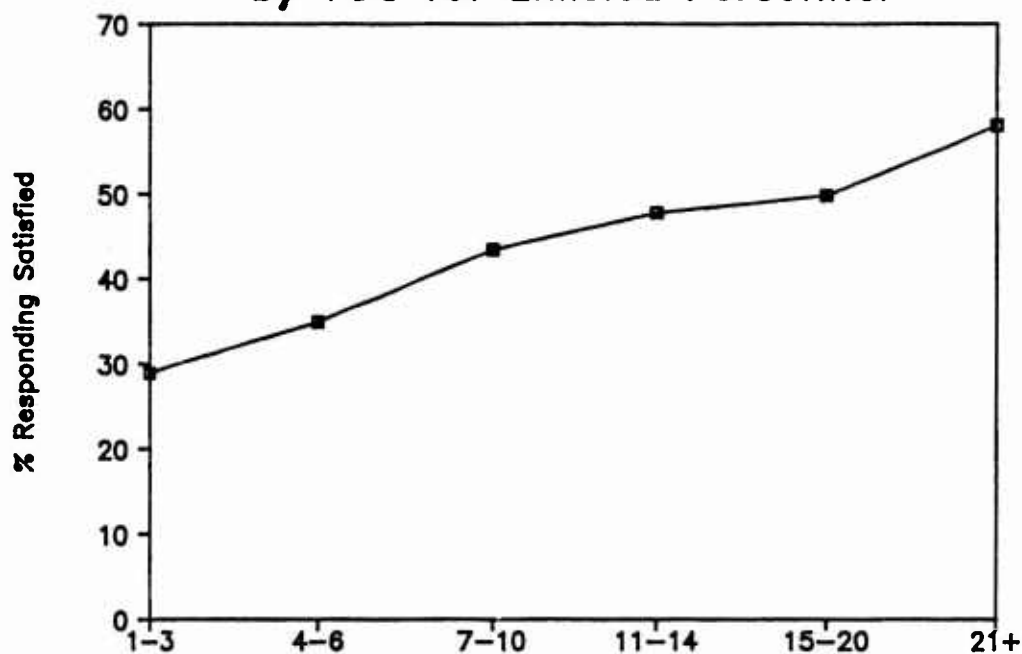
10.4.1 Environment for Families

Figures 10.17 and 10.18 present the relationships of satisfaction (satisfied or very satisfied) with the military environment for families and YOS. In general, satisfaction with the environment for families increased with increasing YOS for both enlisted personnel and officers. Satisfaction among enlisted personnel ranged from 29 percent for those in their first to third YOS to 58 percent for those in their twenty-first or higher YOS. Overall, the average was about 39 percent. Analysis within Service for enlisted personnel showed the same pattern of increase by YOS. Average satisfaction percentages were similar, with the Air Force the highest (44 percent), followed by the Army (38 percent), Navy (35 percent), and Marine Corps (37 percent).

The increase of satisfaction with YOS was also evident among officers (Figure 10.18) but was not as large as was demonstrated in the data for enlisted personnel. Overall average satisfaction was higher for officers (55 percent) than for enlisted personnel (39 percent). It ranged from about half of officers in YOS 1-3 expressing satisfaction with their families' environments to about two-thirds of officers in YOS 21 or higher. Satisfaction was similar among the Services (Navy, 51 percent; Army, 54 percent; Marine Corps, 57 percent; and Air Force, 57 percent).

Figure 10.17

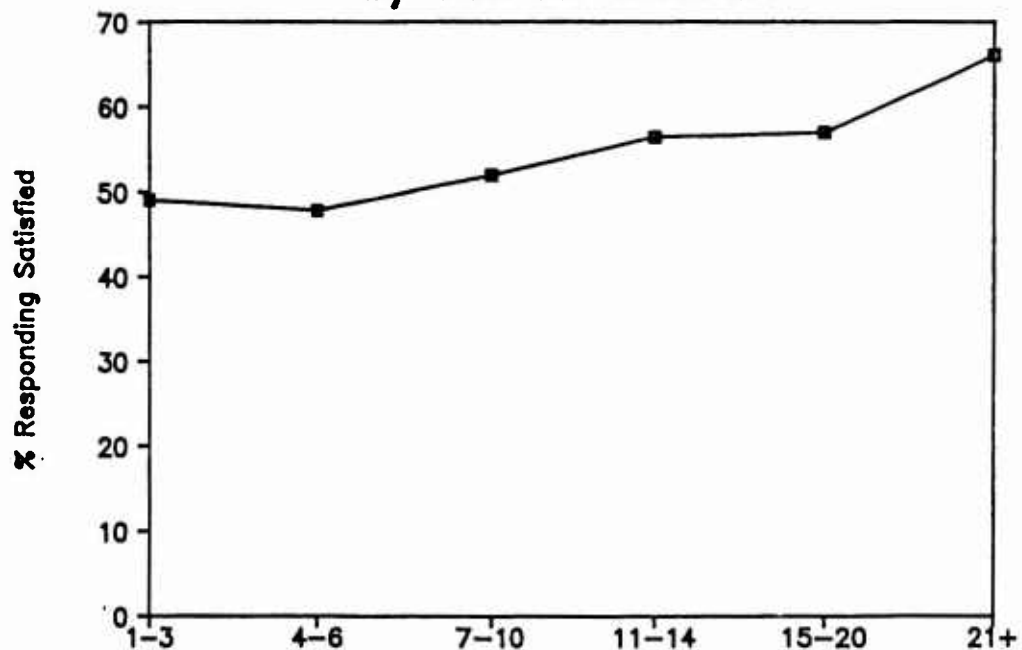
Percentage Satisfied with Environment for Families by YOS for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 10.18

Percentage Satisfied with Environment for Families by YOS for Officers



SOURCE: 1985 MEMBER SURVEY

10.4.2 Frequency of Moves

Satisfaction with the frequency of moving would appear to affect family life and be an important component of overall satisfaction with the military way of life.

Figure 10.19 presents the percentages of enlisted personnel indicating that they were either satisfied or very satisfied with frequency of moves in the military. Overall, only 36 percent of enlisted respondents said they were satisfied or very satisfied. As was the case with family environment, satisfaction increased with YOS, beginning at 31 percent for those in their first to third year and ending with 46 percent of those in year 21 or higher. Satisfaction did not steadily rise across time, however. The percentage of respondents indicating satisfaction was very similar (around 40 percent) for those who were between their seventh and twentieth YOS. Only the two shortest-term groups (1-6 years) were noticeably less satisfied, and only the longest-term group was noticeably more satisfied. Additional analyses are required to understand the reasons for the lack of satisfaction (e.g., too few or too many moves, relocation costs, family adjustment).

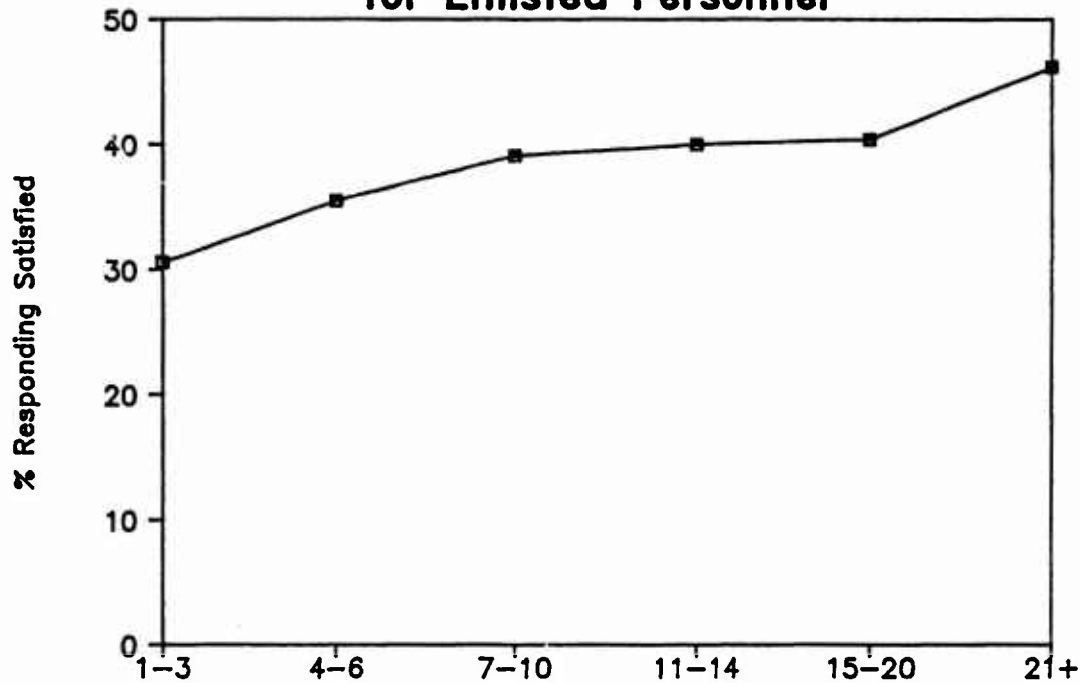
Current YOS affected satisfaction with frequency of moves less for officers (Figure 10.20) than it had for enlisted personnel. The average percentage satisfied or very satisfied was 42. The range only varied from 46 percent for those at YOS 4-6 to 39 percent at YOS 15-20. The decline in satisfaction over time was probably related to family considerations. As we saw in the previous chapter, the presence of dependents exacerbates problems with PCS moves.

10.4.3 Retirement Benefits

Retirement benefits are an important aspect of military personnel policy. Figures 10.21 and 10.22 present the percentages of enlisted personnel and officers who said they were either satisfied or very satisfied with retirement benefits by current YOS and sex. Overall, only 35 percent of enlisted personnel said that they were satisfied or very satisfied with retirement Figures 10.19 and 10.20

Figure 10.19

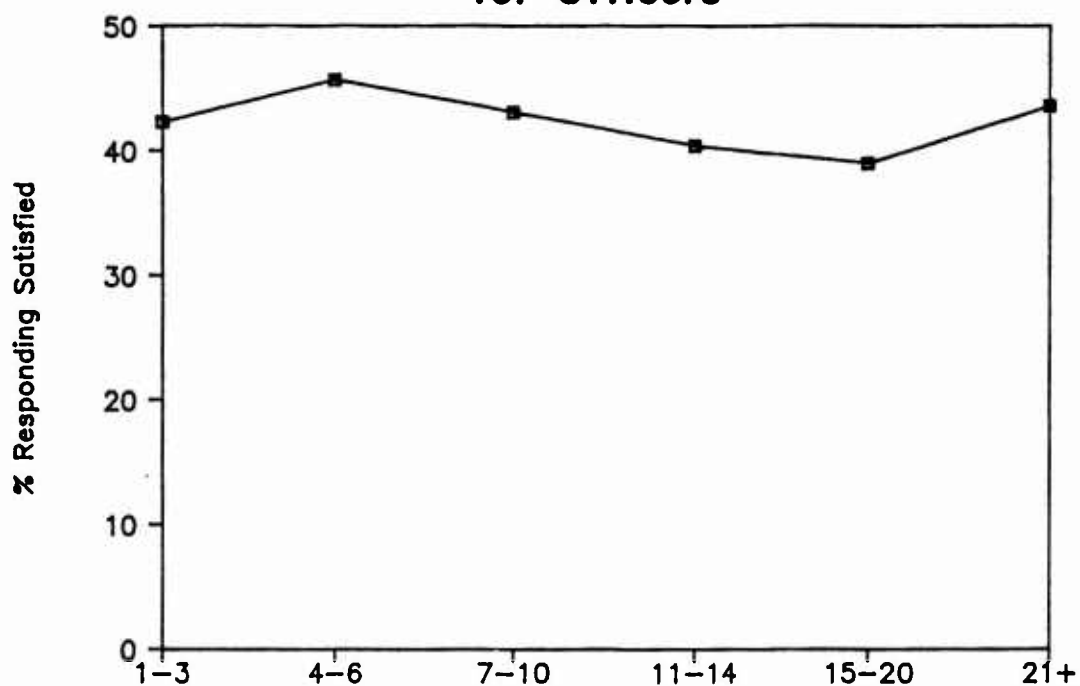
**Percentage Satisfied with Frequency of Moves by YOS
for Enlisted Personnel**



SOURCE: 1985 MEMBER SURVEY

Figure 10.20

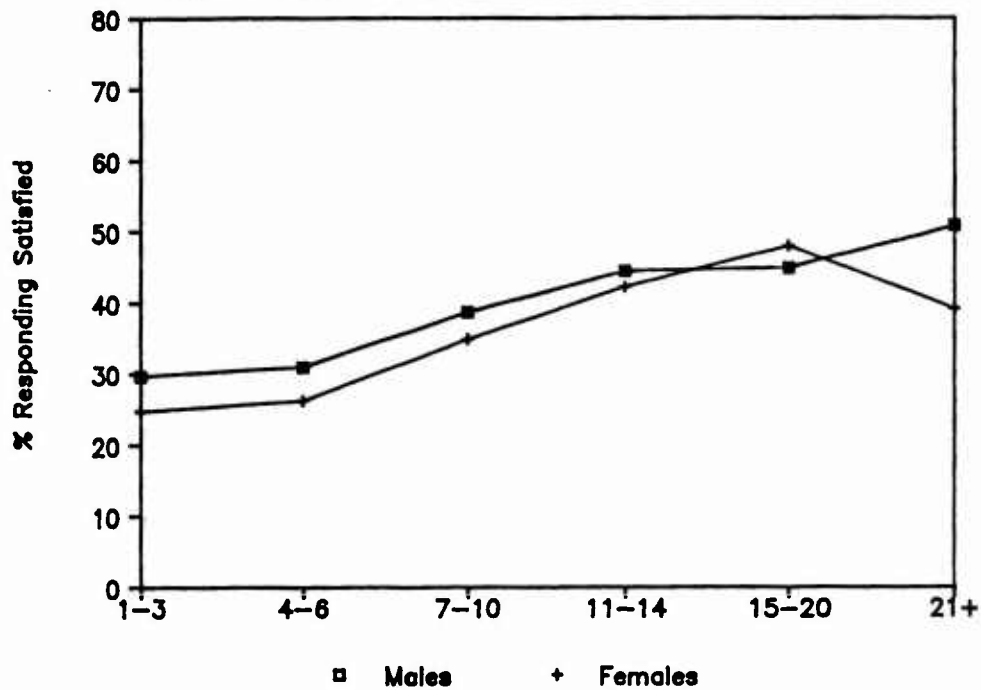
**Percentage Satisfied with Frequency of Moves by YOS
for Officers**



SOURCE: 1985 MEMBER SURVEY

Figure 10.21

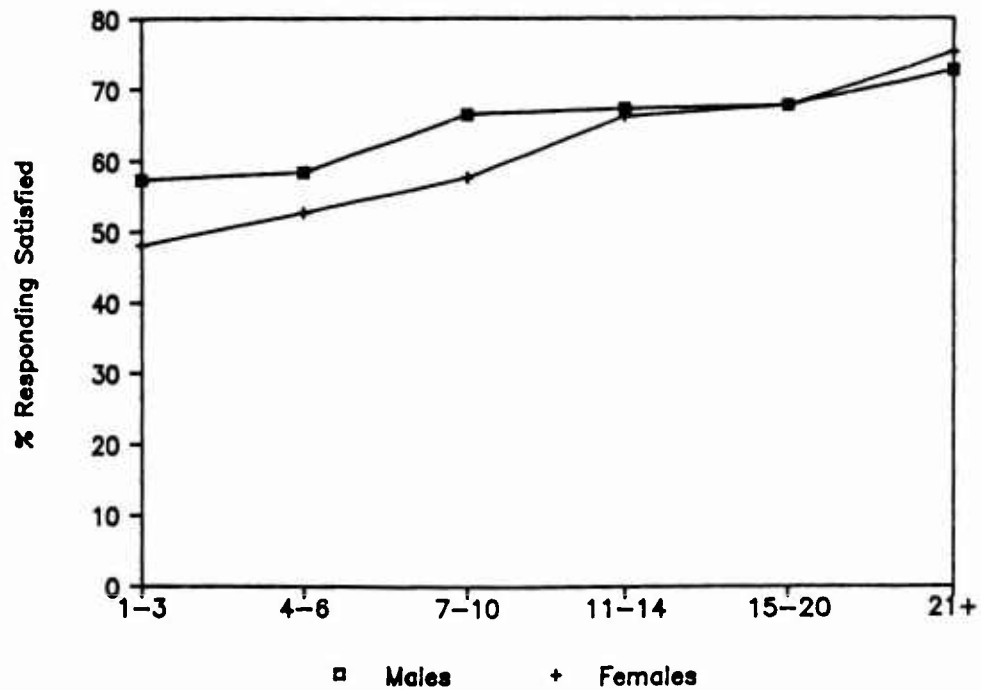
Percentage Satisfied with Retirement Benefits by Sex and YOS for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 10.22

Percentage Satisfied with Retirement Benefits by Sex and YOS for Officers



SOURCE: 1985 MEMBER SURVEY

benefits. The general pattern was for satisfaction to increase for both men and women, and enlisted personnel and officers across YOS. For enlisted personnel, the two "youngest" YOS groups (1-3 and 4-6) showed very similar satisfaction levels within sex (about 30 percent satisfied for enlisted men and 25 percent for enlisted women). Satisfaction increased somewhat to about 35 percent for men and 30 percent for women at YOS 7-10 and continued to increase to about 40 percent for both sexes at YOS 11-15 and YOS 15-20. Longer-term enlisted men (at 21+ YOS) had the highest satisfaction levels--half were satisfied or very satisfied with retirement benefits. For longer-term females, satisfaction with retirement benefits dropped to about 30 percent.

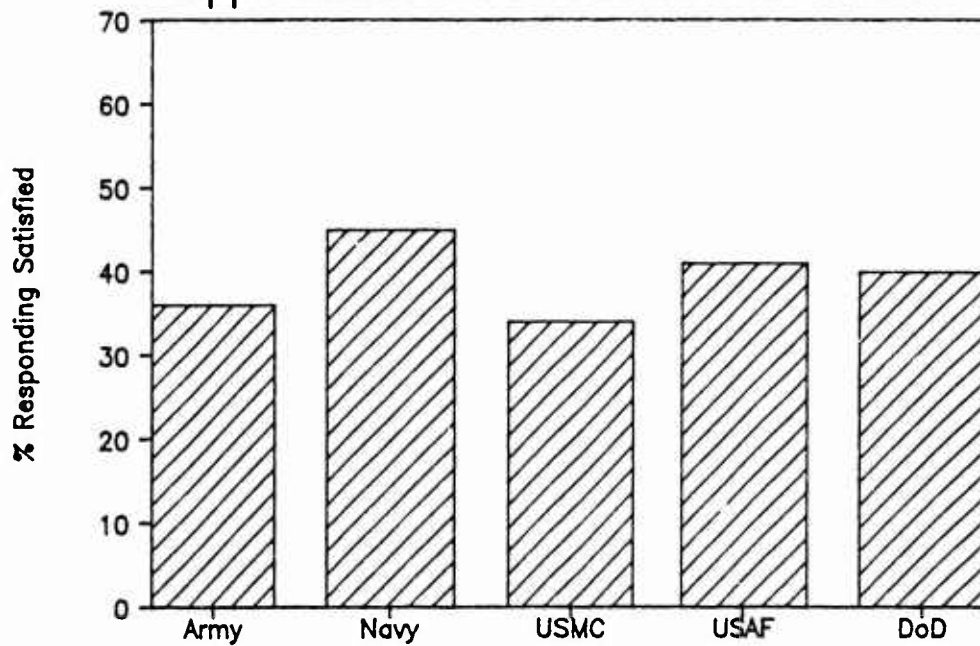
Officers were, in general, almost twice as likely to be satisfied with retirement benefits as were enlisted personnel. Almost two-thirds said they were satisfied or very satisfied compared to 35 percent for enlisted members. Officer satisfaction increased somewhat differently than enlisted personnel by current YOS. The largest increment for male officers occurred between the 4-6 YOS and 7-10 YOS categories (from almost 60 to almost 70 percent). Seventy-five percent of those at 21 YOS and higher category were satisfied. For female officers, satisfaction increased steadily until the 11-14 category (from almost 50 to about 70 percent), after which it was very similar to the males' satisfaction ratings. On the average, the differences in satisfaction levels for men and women were greater for officers than for enlisted personnel.

10.4.4 Promotion Opportunities

Because promotion is necessary to a successful military career, the perception that promotion opportunities are available should be strongly related to overall satisfaction with the military as a way of life. Figures 10.23 and 10.24 present percentages by Service of enlisted personnel and officers who said they were satisfied or very satisfied with promotion opportunities. As shown overall, officers were much more likely than enlisted personnel to perceive promotion opportunities as favorable (59 percent and 40 percent). Enlisted personnel in the Navy (45 percent) and the Air Force (41 percent) were more satisfied than those in the Army (36 percent) and

Figure 10.23

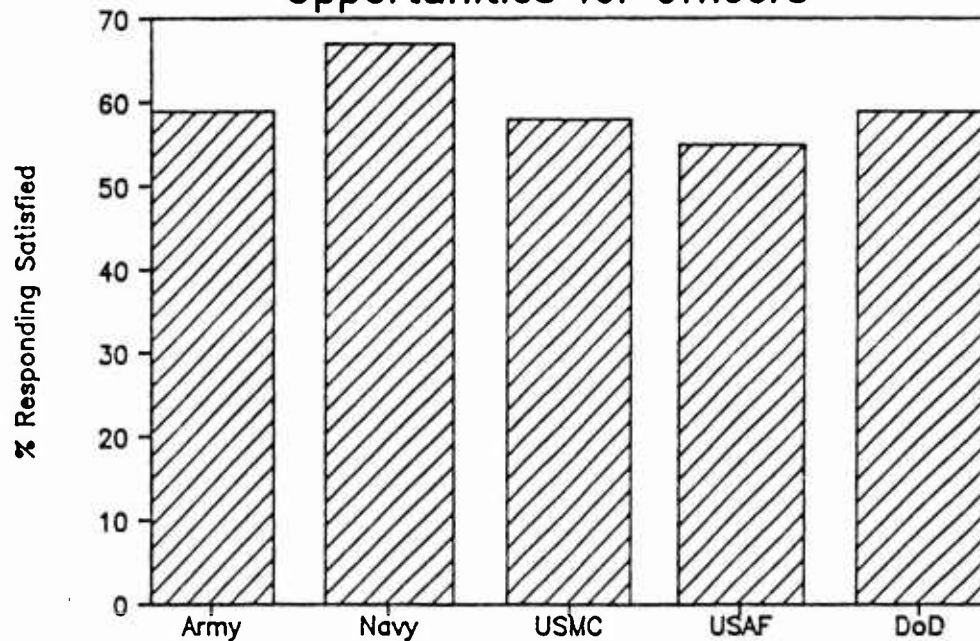
Percentage Satisfied with Promotion Opportunities for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 10.24

Percentage Satisfied with Promotion Opportunities for Officers



SOURCE: 1985 MEMBER SURVEY

the Marine Corps (34 percent). Officers in the Navy (67 percent) reported greater satisfaction than officers in the other Services (55 to 59 percent).

Satisfaction with promotion opportunities across YOS is presented in Figures 10.25 and 10.26. Among enlisted personnel, satisfaction increased with increasing YOS. It ranged from about 35 percent for YOS 1-3 to about 45 percent for YOS 11-20, then increased 10 percentage points for the longest-term respondents. Officers showed a very different relationship between current YOS and satisfaction with promotion opportunities. Officers' satisfaction decreased somewhat with increasing years and recovered only partially among the most satisfied longest-term respondents. Average satisfaction was about 59 percent. Decreasing satisfaction across YOS may reflect perceived inequities in the promotion system or frustration when it appears that final pay grades will be lower than had been hoped.

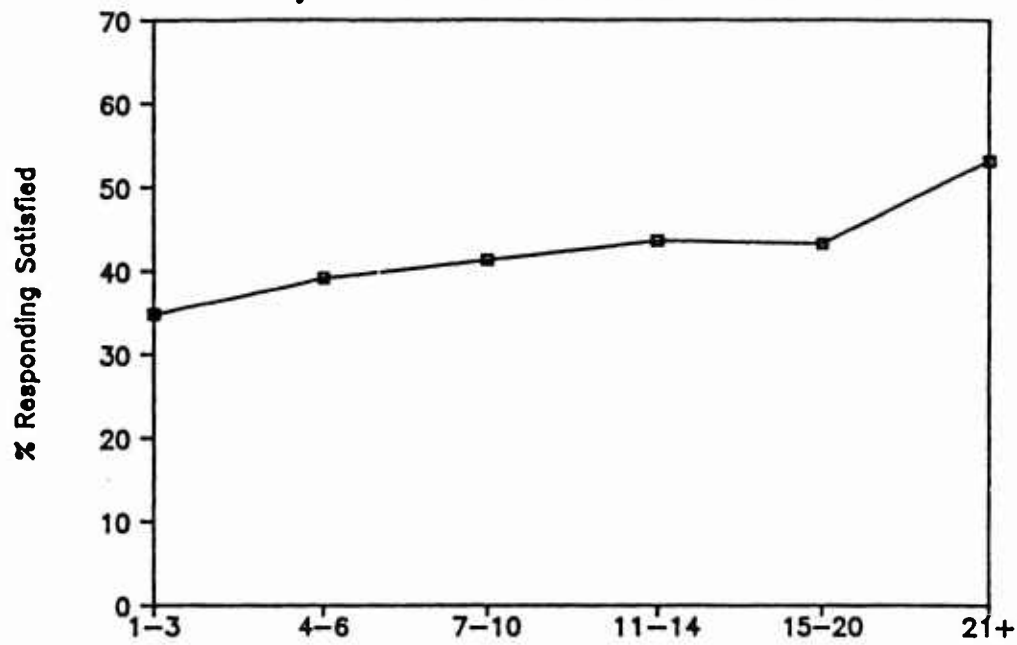
10.5 Summary

This chapter has presented data on member satisfaction with the military way of life, perceptions of some of its particular aspects, and with selected aspects of military personnel policy. Among the results discussed are:

- Officers were more satisfied with the military as a way of life than were enlisted personnel.
- Officers were more likely than enlisted personnel to agree that life in the military is about what they expected, that retirement benefits will not be as good for future military personnel, and that their families could be better off if the member took a civilian job.
- The large majority of both officers and enlisted personnel agreed that military pay will not keep up with inflation.

Figure 10.25

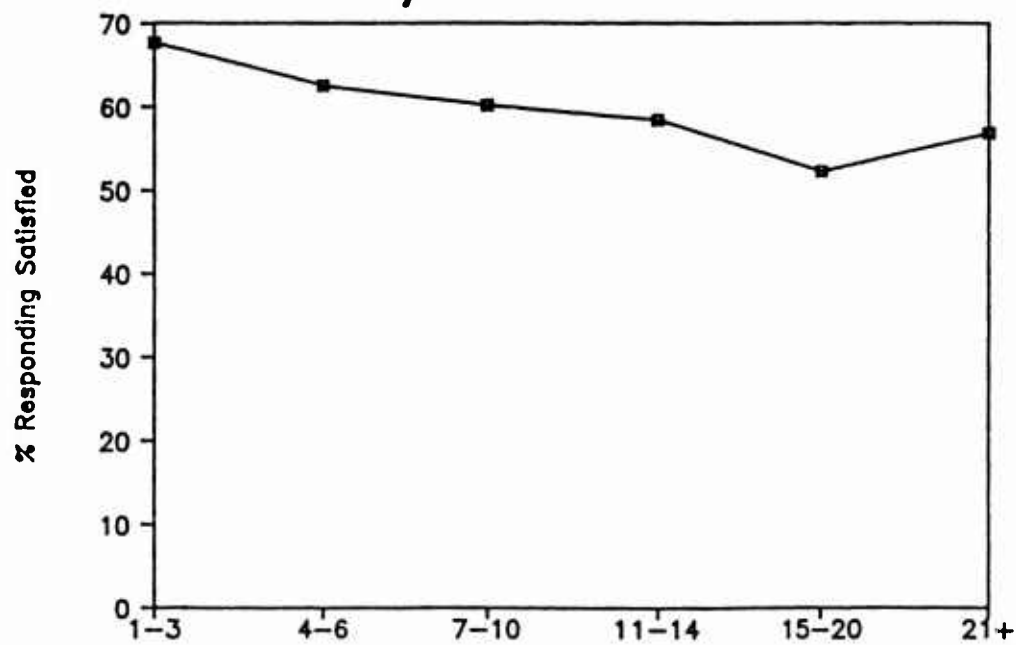
Percentage Satisfied with Promotion Opportunities by YOS for Enlisted Personnel



SOURCE: 1985 MEMBER SURVEY

Figure 10.26

Percentage Satisfied with Promotion Opportunities by YOS for Officers



SOURCE: 1985 MEMBER SURVEY

- Female officers and enlisted personnel were much less likely than males to agree that their families could be better off if they left the military to take civilian jobs.
- Most officers were "satisfied" or "very satisfied" with the environment for families, current retirement benefits, and promotion opportunities, but they expressed less satisfaction with the frequency of moves.
- Enlisted personnel were less satisfied than officers with selected aspects of military personnel policy; they expressed the most satisfaction with environment for families and promotion opportunities and the least with current retirement benefits and frequency of moves.